

LOS RIOS COMMUNITY COLLEGE DISTRICT

BOARD MEETING AGENDA

Wednesday, September 11, 2019

5:30 pm

MEETING LOCATION:

Los Rios Community College District
Board Room
1919 Spanos Court
Sacramento, CA 95825

1. CALL TO ORDER

Board President

2. ORAL COMMUNICATIONS

The public may comment on any items within the Board's jurisdiction, even if the items are not on the agenda only during this portion of the meeting. However, the law prohibits action by the Board on non-agenda items. A yellow "Speaker's Card" must be submitted to the clerk of the board and comments are limited to three (3) minutes.

3. CONSENT CONSIDERATIONS

A member of the Board may request that an item be removed for further discussion and separate action.

A. Board Meeting Minutes: August 14, 2019 (page 3)	Brian King
B. Curriculum Proposals: Folsom Lake College (page 15)	Jamey Nye
C. Claim: Phillip Hadlock (page 19)	JP Sherry
D. Claim: Linda Dyer (page 21)	JP Sherry
E. 2019-2020 Education Protection Account Expenditure Plan (page 24)	Mario Rodriguez
F. District Annual Investment Report (page 26)	Mario Rodriguez
G. Disposition of Surplus Equipment (page 31)	Mario Rodriguez
H. Ratify: Bid Transactions (page 32)	Mario Rodriguez
I. Ratify: Affiliation and Other Agreements (page 34)	Mario Rodriguez
J. Purchase Orders, Warrants, Checks and Electronic Transfers (page 36)	Mario Rodriguez
K. Human Resources Transactions (page 38)	Jamey Nye

4. FIRST READING

A. Los Rios Community College District Information & Communication Technology Accessibility Program; Board Policy 7136 ICT Accessibility; Board Policy 8321 Contracts and Contract Procedures (page 87)	JP Sherry
---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------

5. ACTION

A. Public Hearing: Adoption of 2019-20 Proposed Budgets (page 125)	Mario Rodriguez
--------------------------------------------------------------------	-----------------

6. INFORMATION

A. Citizens' Bond Oversight Committee Annual Report 2018-19 (page 134)	Mario Rodriguez
------------------------------------------------------------------------	-----------------

7. BOARD MEMBER REPORTS

8. FUTURE AGENDA ITEMS

<p>9. REPORTS and COMMENTS</p> <ul style="list-style-type: none"> ▪ Student Association ▪ Classified Senate ▪ Academic Senate ▪ Other Recognized Constituencies ▪ Chancellor’s Report

<p>10. CLOSED SESSION</p> <p><i>Closed session may be held as authorized by law for matters including, but not limited to collective bargaining (Rodda Act), Education Code provisions, pending litigation, etc.</i></p>
<p>A. Closed Session: Pursuant to Government Code section 54957: Public Employee Discipline/Dismissal/Release (1 employee)</p>
<p>B. Closed Session: Pursuant to Government Code section 54957: Complaint against Public Employee</p>

<p>11. OPEN SESSION: REPORT OF ANY ACTION TAKEN IN CLOSED SESSION, IF NECESSARY</p>

<p>12. ADJOURNMENT</p>

LOS RIOS BOARD OF TRUSTEES			
John Knight President ▪ Area 3	Robert Jones Vice President ▪ Area 2	Dustin Johnson ▪ Area 1 Ruth Scribner ▪ Area 4 Pamela Haynes ▪ Area 5	Deborah Ortiz ▪ Area 6 Tami Nelson ▪ Area 7 Isabella-Marie Engel ▪ Student Trustee
<p>Regular Board Meetings are generally held every second Wednesday of the month at 5:30 pm ▪ <i>Note:</i> Meeting times and locations are subject to change. For current information, call the District Office at (916) 568-3021.</p> <p style="text-align: center;">Next Meeting: October 16, 2019 ▪ Regular Board Meeting ▪ Location: District Office</p>			
<p>Public records provided to the Board for the items listed on the open session portion of this agenda are available at the District Office located at 1919 Spanos Court, Sacramento, CA, during normal business hours. The Board agenda is posted on the District’s website: www.losrios.edu</p>			
Help Us Help You			
<p>Los Rios Community College District strives to make reasonable accommodations in all of its programs, services and activities for all qualified individuals with disabilities. Notification (568-3021) 48 hours in advance will enable the District to make arrangements to ensure meeting accessibility. When you arrive, please contact a staff member if you need assistance (Pursuant to Govt Code § 54954.2).</p>			

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: September 11, 2019

SUBJECT:	Board Meeting Minutes: August 14, 2019	ATTACHMENT: Yes	
		ENCLOSURE: None	
AGENDA ITEM:	Consent Item A	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Brian King, Chancellor <i>Brian King</i>	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	Brian King, Chancellor <i>Brian King</i>	ACTION	
		INFORMATION	

STATUS:

The minutes of the Board of Trustees meeting held on August 14, 2019 are attached for Board review and consideration.

RECOMMENDATION:

It is recommended that the Board of Trustees approve the minutes of the meeting held on August 14, 2019.

LOS RIOS COMMUNITY COLLEGE DISTRICT
Board Meeting Minutes
Wednesday, August 14, 2019

1. CALL TO ORDER

The board meeting was called to order by President Knight at 5:30 p.m., in the Tiff Martinez Board Room at Los Rios Community College District, 1919 Spanos Court, Sacramento, California.

Present:

Mr. John Knight, President
Mr. Robert Jones, Vice President
Ms. Pamela Haynes
Mr. Dustin Johnson
Ms. Tami Nelson
Ms. Deborah Ortiz
Ms. Ruth Scribner

Isabella-Marie Engel, Student Trustee

Dr. Brian King, Chancellor

2. ORAL COMMUNICATIONS

There were no oral communications.

3. CONSENT CONSIDERATIONS

A motion was made by Trustee Nelson, seconded by Trustee Haynes, that the Board of Trustees approve Consent Consideration items A through K.

Roll Call Vote:

Aye: Haynes, Johnson, Jones, Knight, Nelson, Ortiz, Scribner

No: None

Absent: None

Student Trustee: Aye

Motion carried; 7:0

A. *Board Meeting Minutes: July 10, 2019*

That the Board of Trustees approve the minutes of the meetings held on July 10, 2019.

B. Claim: Janis Bradley

That the Board of Trustees reject the claim of Janis Bradley and refer the matter to the District's insurance administrators.

C. Los Rios Colleges Foundation – Quarterly Investment Report

That the Board of Trustees receive the Foundation Quarterly Investment Report for the year ended June 30, 2019.

D. Special Event Authorization

That the Board of Trustees approve or ratify the applications listed herein.

College Events

Date of Event	College	Location	Name of Event	Alcohol
October 17, 2019	FLC	Harris Center	Folsom Vybe: A Benefit for the Twin Lakes Food Bank	Wine and Beer
October 20, 2019	FLC	Harris Center	Placer Pops Chorale: Hollywood at the Harris Center	Wine and Beer
January 9, 2020	FLC	Harris Center	Kids Helping Kids' 8th Annual Signature Gala	Wine and Beer

E. Disposition of Stale District Records

That the Board of Trustees approve the destruction of the documents referenced in the August board agenda packet.

F. Disposition of Surplus Equipment

That the Board of Trustees approve the disposal of the items listed in the August board agenda packet per Education Code section 81452.

G. Ratify: Bid Transactions

That the Board of Trustees Ratify and/or approve the bid transactions as herein listed.

CHANGE ORDERS					
Bid No	Description	Change Amount	Change Number	Vendor	New Contract Total
19012	ETW Repair and Resurface Parking Lot. Additional excavation to remove unsuitable material, import new material and compaction.	\$9,987.00	3	Anthem Builders, Inc.	\$217,387.00

H. Ratify: Grants and Contracts Awarded

That the Board of Trustees Ratify and/or approve the grant and contract awards listed herein, pursuant to Board Policy 8315.

Title, Description, Term, Project Administrator	College/Unit	Amount	Source
<p>E-Games for Active Training in Engineering Design</p> <ul style="list-style-type: none"> Funds to develop a multi-level interactive e-game that captures student engagement through experiential learning of engineering design. 7/01/2019 through 6/30/2022 <p>Administrator: Adam Windham / Dean, Mathematics</p>	ARC	\$11,880	Governor's Office of Planning & Research
<p>IEPI</p> <ul style="list-style-type: none"> Funding to support efforts towards redesigning the "Front Door" experience to help students get on the right path and stay on the right path. 7/01/2019 through 6/30/2020 Administrator: Kathy Degn / Interim Vice President, Student Services 	FLC	\$200,000	California Community College Chancellor's Office/Santa Clarita Community College District
<p>SCC IEPI Plan</p> <ul style="list-style-type: none"> Funds to provide increased support to students along their pathways by developing effective programs for Drop Rate Improvement. 7/01/2019 through 6/30/2020 <p>Administrator: Virginia McReynolds / Associate Vice President, Instructional Services</p>	SCC	\$200,000	California Community College Chancellor's Office
<p>IEPI Innovation & Effectiveness Plan II</p> <ul style="list-style-type: none"> Funds to focus on developmental education needs, general education and career readiness within program maps and/or other appropriate venue. 7/01/2019 through 6/30/2020 Administrator: Alexander Casareno / Dean, English and Language Studies 	CRC	\$200,000	California Community College Chancellor's Office
<p>Aligning Import Perspectives of Foreign Buyers with Export Training to New-To-Export Small Businesses</p> <ul style="list-style-type: none"> Funding for studies on issues related to the marketing of value-added agricultural products with a goal of fostering new foreign markets for small business within the priority area of creating wealth and economic opportunity in rural communities. 7/01/2019 through 6/30/2020 Administrator: Tammy Montgomery / Associate Vice Chancellor, Instruction 	WEDC	\$154,644	Department of Food and Agriculture
<p>Center of Excellence (Consulting Services)</p> <ul style="list-style-type: none"> Funding to complete a Policy Brief consisting of a needs assessment and gap analysis for workforce development needs in forest and watershed professions. 6/05/2019 through 6/20/2020 	WEDC	\$6,500	Sierra Business Council

<ul style="list-style-type: none"> Administrator: Theresa Milan / Manager, Center of Excellence 			
<p>NFNRC Director</p> <ul style="list-style-type: none"> Funding for the District, which has been designated as the Regional Fiscal Agent for the Program for the North Far North Regional Consortium as authorized by the CTE Regional Consortia as stipulated in the Strong Workforce legislation. 07/01/2019 through 12/31/2020 Administrator: Theresa Milan / Manager, Center of Excellence 	WEDC	\$165,276	Butte Community College District
<p>Innovation Pathways to Public Service (IPPS)</p> <ul style="list-style-type: none"> Funding for the District to produce a research report on industry, occupational, and job posting analysis to highlight employment trends in the Sacramento region's public sector. 07/01/2019 through 12/31/2019 Administrator: Theresa Milan / Manager, Center of Excellence 	WEDC	\$15,000	SETA
<p>DO IEPI Guided Pathways Technology</p> <ul style="list-style-type: none"> Funding to develop and deploy academic maps, align general education mapping across the district, implement technology solutions and implement Starfish Connect and Starfish Early Start. 7/01/2019 through 6/30/2020 Administrator: Jamey Nye / Vice Chancellor / Education and Technology 	DO	\$200,000	California Community College Chancellor's Office

I. Ratify: Affiliation and Other Agreements

That the Board of Trustees Ratify and/or approve the agreements as listed.

- Below is a list of Allied Health Agreements for clinical placements and Internships for Los Rios students. While the District is obligated under these agreements to cooperate and provide educational services pursuant to these agreements, none of them require payment or receipt of funds.

ALLIED HEALTH AGREEMENTS FOR CLINICAL PLACEMENTS

Agency	Clinical Program	Campus	Contract Date	Term
Washington Unified School District	PTA/OTA	SCC	05/20/19	Evergreen
American River Center	PTA/OTA	SCC	06/26/19	Evergreen
WellSpace Health	All	All	04/30/19	Evergreen
Health Education Council	CHW & Nursing	SCC & ARC	05/22/19	Evergreen
Cosumnes Community Services District	Fire Tech	CRC	05/01/19	Evergreen

- * PTA/OTA - Physical Therapy and Occupational Therapy Assistant
- * CHW – Community Health Worker

- Below is a list of Facility Use Agreements for events where the facilities are provided free of charge or events where the District has or will receive payment from the user.

ON-CAMPUS FACILITY USE AGREEMENTS

Campus	Type of Agreement	Permit Number
FLC	Facility Use	FLC 19-044
FLC	Facility Use	FLC 19-047
FLC	Facility Use	FLC 19-048
FLC	Facility Use	FLC 19-053
CRC	Facility Use	C20-0027
CRC	Facility Use	C20-0028
CRC	Facility Use	C20-0029
CRC	Facility Use	C20-0030
CRC	Facility Use	C20-0031
CRC	Facility Use	C20-0032
CRC	Facility Use	C20-0033
CRC	Facility Use	C20-0034
CRC	Facility Use	C20-0035
CRC	Facility Use	C20-0036
CRC	Facility Use	C20-0037
CRC	Facility Use	C20-0038
CRC	Facility Use	C20-0039
CRC	Facility Use	C20-0040
CRC	Facility Use	C20-0041
CRC	Facility Use	C20-0042
CRC	Facility Use	C20-0043
CRC	Facility Use	C20-0044
CRC	Facility Use	C20-0045
CRC	Facility Use	C20-0046
CRC	Facility Use	C20-0047
CRC	Facility Use	C20-0048
CRC	Facility Use	C20-0049
CRC	Facility Use	C20-0050
CRC	Facility Use	C20-0051
CRC	Facility Use	C20-0052
CRC	Facility Use	C20-0053
CRC	Facility Use	C20-0054
CRC	Facility Use	C20-0055
SCC	Facility Use	S19-0018
SCC	Facility Use	S19-0042
SCC	Facility Use	S19-0043
SCC	Facility Use	S19-0082
SCC	Facility Use	S19-0120
SCC	Facility Use	S19-0122
SCC	Facility Use	S19-0123
SCC	Facility Use	S19-0124
SCC	Facility Use	S20-0001
SCC	Facility Use	S20-0005
SCC	Facility Use	S20-0012
SCC	Facility Use	S20-0013
SCC	Facility Use	S20-0015
SCC	Facility Use	S20-0018
SCC	Facility Use	S20-0019
SCC	Facility Use	S20-0022
SCC	Facility Use	S20-0024

SCC	Facility Use	S20-0026
Harris Center	Facility Use	13433
Harris Center	Facility Use	13603
Harris Center	Facility Use	14221
Harris Center	Facility Use	14222
Harris Center	Facility Use	14224
Harris Center	Facility Use	14225
Harris Center	Facility Use	14235
Harris Center	Facility Use	14236
Harris Center	Facility Use	14238
Harris Center	Facility Use	14239
Harris Center	Facility Use	14240
Harris Center	Facility Use	14242
Harris Center	Facility Use	14301
ARC	Facility Use	1061
ARC	Facility Use	1062
ARC	Facility Use	1063
ARC	Facility Use	1064
ARC	Facility Use	1065
ARC	Facility Use	1066
ARC	Facility Use	1067
ARC	Facility Use	1068
ARC	Facility Use	1069
ARC	Facility Use	1070
ARC	Facility Use	1071
ARC	Facility Use	1072
ARC	Facility Use	1073
ARC	Facility Use	1074

J. Purchase Orders, Warrants, Checks and Electronic Transfers

That the Board of Trustees approve the numbered purchase orders, warrants, checks and electronic transfers that are reflected on the schedule below.

PURCHASE ORDERS		
General Fund	0001105996-0001106941 B200000-B200477	\$ 60,011,874.33
Capital Outlay Fund	0003018299-0003018316	
Child Development Fund	0006000889-0006000892 B6200000-B6200014	
Self-Insurance Fund	0009000430-0009000438 B9200000-B9200005	
WARRANTS		
General Fund	781127-782661	\$ 12,917,420.35
General Fund-ARC Instructional Related	009973-010008	
General Fund-CRC Instructional Related	023439-023455	
General Fund-FLC Instructional Related	031580-031580	
General Fund-SCC Instructional Related	047831-047873	
Capital Outlay Fund	833980-834033	
Student Financial Aid Fund	900453-900453	
Child Development Fund	954725-954740	

Self-Insurance Fund	976546-976552	
ODSFD	000503-000503	
Payroll Warrants	439398-440251	\$ 4,702,049.02
Payroll Vendor Warrants	65780-65887	
July Leave Process	440252-442294	
CHECKS		
Financial Aid Disbursements (E-trans)	-	\$ 2,311,723.19
Clearing Checks	2811-2813	\$ 1,551.25
Parking Checks	3141-3143	\$ 99.00
Bookstore Fund – ARC	33802-33840	\$ 413,959.36
Bookstore Fund – CRC	28616-28637	
Bookstore Fund – FLC	10646-10672	
Bookstore Fund – SCC	51120-51185	
Student Clubs Agency Fund – ARC	5884-5894	\$ 34,500.64
Student Clubs Agency Fund – CRC	5158-5175	
Student Clubs Agency Fund – FLC	2713-2719	
Student Clubs Agency Fund – SCC	4264-4271	
Foundation – ARC	6284-6294	\$ 41,379.77
Foundation – CRC	2725-2727	
Foundation – FLC	1810-1822	
Foundation – SCC	5185-5195	
Foundation – DO	1105-1112	
Associated Students Trust Fund – ARC	-	\$ 867.76
Associated Students Trust Fund – CRC	0901-0902	
Associated Students Trust Fund – FLC	0744-0745	
Associated Students Trust Fund – SCC	-	
Regional Performing Arts Center Fund	USI Check System 6799-6864	\$ 350,973.80
ELECTRONIC TRANSFERS		
Board of Equalization	-	\$
PARS	-	\$ 71,350.07
Vendors	-	\$
International Wire- Ethan Way Center	-	\$ 1,168.20
Backup Withholding	-	\$ -
Retiree Health Trust	-	\$ -
Self-Insurance	-	\$ 70,379.38
Bookstore	-	\$ 49,789.92
Payroll Direct Deposit Advices	986879-990820	\$ 8,360,292.49
Other Payroll Transactions	-	\$ 3,795.00

K. Human Resources Transactions

That the Board of Trustees approve the human resources transactions listed in the August board agenda packet.

4. ACTION

A. Associate Vice Chancellor of Human Resources Employment Agreement

A motion was made by Trustee Johnson, seconded by Trustee Jones, that the Board of Trustees approve the hiring of Jacob Knapp as Associate Vice Chancellor of Human Resources, including the material outlined below:

The material terms of the recommended contract for Jacob Knapp include:

- A term of approximately two (2) years (August 15, 2019-June 30, 2021)
- An initial salary of \$171,379 (step 1 of Level A- 2018-19 Interim Salary Schedule)
- Health and welfare benefits
- Allowance of \$550/month for auto

Roll Call Vote:

Aye: Haynes, Johnson, Jones, Knight, Nelson, Ortiz, Scribner

No: None

Absent: None

Student Trustee: Aye

Motion carried; 7:0

B. Pay Rate Schedules: Final 2018-19

A motion was made by Trustee Ortiz, seconded by Trustee Haynes, that the Board of Trustees adopt and approve the final salary schedules for all groups and individuals providing a 6% one-time salary schedule improvement. It is also recommended that the Board of Trustees ratify the Memorandums of Understanding as outlined.

Roll Call Vote:

Aye: Haynes, Johnson, Jones, Knight, Nelson, Ortiz, Scribner

No: None

Absent: None

Student Trustee: Aye

Motion carried; 7:0

C. Pay Rate Schedules: Interim 2019-20

A motion was made by Trustee Ortiz, seconded by Trustee Jones, that the Board of Trustees adopt and approve the interim 2019-20 salary schedules for all groups and individuals providing an initial on-going salary schedule improvement and other modifications as described in the August board agenda packet. It is also recommended the Board of Trustees ratify the Memorandums of Understanding with each employee group.

Roll Call Vote:

Aye: Haynes, Johnson, Jones, Knight, Nelson, Ortiz, Scribner
No: None
Absent: None
Student Trustee: Aye
Motion carried; 7:0

D. Contract Award: Districtwide Furniture & Related Services

A motion was made by Trustee Nelson, seconded by Trustee Ortiz, that the Board of Trustees award the contract for Bid #19017 to Campbell Keller for the base bid and three (3) alternates, for a total bid amount of \$55,749.92.

Roll Call Vote:

Aye: Haynes, Johnson, Jones, Knight, Nelson, Ortiz, Scribner
No: None
Absent: None
Student Trustee: Aye
Motion carried; 7:0

5. BOARD MEMBER REPORTS

Trustee Engel met with all the student leaders in the District and set preliminary goals for the academic year, and she is looking forward to attending a conference for community student trustees this month.

Trustee Knight reported that he and a couple of other board members attended the retirement celebration of Theresa Matista and Ryan Cox.

6. FUTURE AGENDA ITEMS

No future agenda items were discussed.

7. REPORTS AND COMMENTS

The following constituency representatives presented reports to the Board:

Olga Prizhbilov, American River College Classified Senate
Gary Aguilar, President, Districtwide Academic Senate
Dean Murakami, President, LRCFT

Chancellor's Report:

ARC: ARC Legal Assisting Professor Asha Wilkerson has been named the 2019 Attorney of the Year by the Wiley W. Manuel Bar Association. The award recognizes Asha for her work in organizing a series of free community expungement workshops during the 2018-19 academic year. The workshops gave residents of the Sacramento region the opportunity to clear or reduce

their California criminal record. The Wiley Manuel Bar Association, formerly known as the Sacramento Association of Black Attorneys, provides an organized bar affiliation to represent the professional interests of the legal community in Sacramento, with special emphasis on Black attorneys; promotes the administration of justice; and makes use of legal tools and legal discipline for the advancement of the economic, political, educational, and social interest of Sacramento, especially the Black community.

CRC: CRC Distance Education Coordinator and Academic Senate President Greg Beyrer recently won the Canvas Educator of the Year award from Instructure. Greg was nominated for his teaching (in the adjunct category) as well as his work in professional development as distance education coordinator. The award recognizes exceptional educators who are shaping the next generation of students and positively impacting the lives of K-20 students. Greg uses data-driven metrics to both improve his courses and help the faculty at CRC design/redesign their courses to be more engaging and informative for students. He is always looking for tools to improve the student experience and help to bridge the equity gaps. Greg directly works with faculty members to integrate new tools in their courses, as well as use the toolset that comes with Canvas.

FLC: Folsom Lake College alum and Innovation Center makerspace instructional assistant Nicole Shuman presented at the 2019 National Audubon Society Convention held in Milwaukee, Wisconsin in late-July. One of 35 selected speakers, Nicole introduced her FLC Makerspace Bird Box prototype, which was designed and constructed with the assistance of Innovation Center resources, and is an emergency transport box that provides injured birds with a warm, lightproof, and soundproof environment; all necessary to help increase an injured bird’s chances for survival. Immediately following the well-received presentation which bridged the gap between ornithology and engineering, Nicole’s entrepreneurial spirit was rewarded with multiple bird box orders placed from across the country.

SCC: Sacramento City College has signed an agreement with Hacker Lab to offer full Hacker Lab access to all students taking SCC’s Makerspace courses. Hacker Lab offers events, classes and networking in the Sacramento region that can help students focus on continuing to build on their skills and connect with industry professionals. To be eligible, students need to enroll in a 2- or 3-unit MAKR class or have already completed 2 units of the MAKR curriculum. The partnership also gives staff a chance to use Hacker Lab facilities—they just need to contribute 16 hours this semester to the Hacker Lab in midtown.

Chancellor King announced the following retirements:

Retirement			Years of Service
Steven Segura	Dean, McClellan	ARC	11+
Frances Degn	EOPS Coordinator	CRC	15+
Ryan Cox	Associate Vice Chancellor, Human Resources	DO	18+
Russell Jones	Information Technology Technician II – Computer Operations	DO	22
Alex Caudill	Lead Custodian	ARC	23

Kevin Higgins	Kinesiology and Athletics Professor (60%) / Athletic Director (40%)	ARC	31+
Marilyn Perry	Instructional Services Assistant II	SCC	41

8. CLOSED SESSION

General Counsel Sherry announced closed session as listed below. The following board members went into closed session at 6:20 pm: Ms. Haynes, Mr. Johnson, Mr. Jones, Mr. Knight, Ms. Ortiz, Ms. Nelson and Ms. Scribner.

- A. Pursuant to Government Code section 54957: Public Employee Discipline/Dismissal/Release (1 employee)
- B. Pursuant to government code section 54956.9; Conference with legal counsel – Existing Litigation WCAB #s: ADJ 10551860, 10551740

Closed Session Adjourned: 6:33 pm

Open Session: 8:34 pm

9. OPEN SESSION: REPORT OF ANY ACTION TAKEN IN CLOSED SESSION

On the item identified at 8.B on the board agenda, the Board of Trustees approved the settlement with the employee for \$45,000 by a vote of 7 to 0.

10. ADJOURNMENT

A motion was made by Trustee Scribner, seconded by Trustee Nelson, that the meeting be adjourned.

President Knight adjourned the meeting 6:35 pm.

BRIAN KING


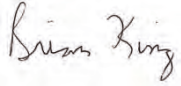
Chancellor and Secretary to the Board of Trustees

Draft minutes presented to the Board of Trustees: September 11, 2019

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: September 11, 2019

SUBJECT:	Curriculum Proposals: Folsom Lake Colleges	ATTACHMENT: Yes	
		ENCLOSURE: None	
AGENDA ITEM:	Consent Item B	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	 Jamey Nye, Vice Chancellor	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	 Brian King, Chancellor	ACTION	
		INFORMATION	

STATUS:

The District Curriculum Coordinating Committee reviews college proposals for new, modified, or deleted courses and programs; general education guidelines, graduation competencies, grading policies, course placement into disciplines, and discusses and acts on other curriculum related issues. The attached curriculum was approved at the August 30, 2019 meeting.

The District Curriculum Coordinating Committee membership includes the following representatives: American River College – Valerie Rose (chair), Joe Gilman, Al Ahmadi; Cosumnes River College – Brian Noel (chair), Amanda Wolcott-Paskey, Juana Esty; Folsom Lake College – Rose Giordano (chair), Eric Wada, Danny Siegfried; Sacramento City College – Renee Medina (Chair), Richard Yang, Shannon Gilley; District Senate – Alisa Shubb; Articulation Officer – Lynn Fowler; District Office – Tammy Montgomery; and Student Representative: TBA.

RECOMMENDATION:

It is recommended that the Board of Trustees approve the curriculum proposals for Folsom Lake College.

Los Rios Community College District

Recommendation for Adoption by the Board of Trustees

September 2019

COURSE PROPOSALS

Course Deletions

Folsom Lake College

1. **ECE 356 Programs for the School-Age Child (3.00 units)**

Justification: This course is being deleted by the department as it is not a mandatory licensing requirement. Students interested in teaching in a school age program may use a combination of training hours and alternative educational requirements to meet qualification of 12 units.

2. **ECE 455 Environment Rating Scales in Early Childhood Programs (1.00 unit)**

Justification: ECE 355 was originally developed and offered through a grant on a rotating basis among the four Los Rios colleges. There are now community options available for students to receive training on Environment Rating Scales (ERS) in early childhood programs. Content for this course is embedded throughout all ECE courses.

3. **FMS 495 Independent Studies in Film and Media Studies (1.00 - 3.00 units)**

Justification: FLC eliminated the FMS designator and no longer offers courses in this program.

4. **FMS 499 Experimental Offering in Film and Media Studies (0.50 - 4.00 units)**

Justification: FLC eliminated all FMS courses and no longer offers this course.

5. **HORT 300 Introduction to Horticulture (3.00 units)**

Justification: This course does not meet existing degree or certificate requirements at FLC.

6. **HORT 495 Independent Studies in Horticulture (1.00 - 3.00 units)**

Justification: This course does not meet existing degree or certificate requirements at FLC.

7. MKT 314 Advertising (3.00 units)

Justification: This course is not part of a program and no longer meets student demand.

New to District Courses

Folsom Lake College

1. STAT 101 Pre-Statistics (3.00 units)

Prerequisite: MATH 100 with a grade of "C" or better, or placement through the assessment process.

54.00 hours lecture

This course will satisfy the prerequisite to STAT 300. Topics include ratios, rates, and proportional reasoning; arithmetic with fractions, decimals and percents; evaluating expressions, solving equations, and analyzing formulas to understand statistical measures; use of linear and exponential functions to model bivariate data; graphical and numerical descriptive statistics for quantitative and categorical data. Note: This course is not intended for students who plan to take courses in science, computer information science, engineering, mathematics, physics, chemistry, or business related majors. A scientific or graphing calculator with 2-variable statistics capabilities is required.

Justification: Stat 101 would provide a two-semester option for students wishing to take STAT 300. This could be in place of the one-semester corequisite model that takes more units to do at once or simply to take a bit more time to refresh and/or build up skills that would be necessary to succeed in STAT 300.

PROGRAM PROPOSALS

Program Deletion(s)

Folsom Lake College

1. ECE-School Age Specialist

Justification: This certificate is being deleted by the department as it is no longer an area of student interest. ECE students are opting to achieve certificates in other areas of emphasis (i.e., infants, toddlers, preschoolers, and administration).


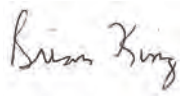
2. ECE-Site Supervisor

Justification: This certificate is being deleted by the department at the recommendation of the ECE Advisory Council. Students are opting to achieve the Site Supervisor A. A. Degree rather than the Site Supervisor Certificate.

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: September 11, 2019

SUBJECT:	Claim: Phillip Hadlock	ATTACHMENT: Yes	
		ENCLOSURE: None	
AGENDA ITEM:	Consent Item C	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	JP Sherry, General Counsel 	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	Brian King, Chancellor 	ACTION	
		INFORMATION	

STATUS:

Claimant is seeking damages from Los Rios Community College District.

RECOMMENDATION:

It is recommended that the Board of Trustees reject the claim of Phillip Hadlock and refer the matter to the District's insurance administrators.



LOS RIOS

COMMUNITY COLLEGE DISTRICT

Claim for Damages Form
ONCE SUBMITTED, THIS IS A PUBLIC DOCUMENT

RECEIVED
LRCCD Use Only

AUG 9 2019

Office of the General Counsel
Los Rios Community College District

Claimant Information

First Name: Phillip, MI, Last Name: Hadlock, Date of Birth, Social Security No., Driver's License No., License State: CA, Receives or is eligible for SSDI or Medicare? * (Yes/No): NO

Home Address (Number/Street): 6629 Richard Ave., Business Name (if including business address): Not Applicable, City: Placerville, State: CA, Zip Code: 95667, Business Address (Number/Street): Not Applicable, Mail Notices to which address? Home, Business, Attorney (checked)

Injury/Damage Information

Date injury/damage occurred: 04/16/19, Time of day injury/damage occurred: 9am to 3pm, Where did injury/damage occur?: Marshall Medical Center, 1100 Marshall way, Placerville, CA 95667, How did injury/damage occur?: A student of American River college, as part of her class, was working in the Emergency Room at the hospital and injured me., Name(s) of Los Rios employees involved: Unknown, Police Report No.: None, What action or inaction of Los Rios employee(s) causes your injury/damages?: The student, a attending the class at Marshall Hospital Emergency Room repeatedly pulled on my right shoulder, causing injury, What injuries/damages did you suffer?: injury to right shoulder, including torn tendon requiring surgery, State the amount of the claim, if less than \$10,000: over \$250,000, Include the estimated amount of any prospective injury, damage or loss, insofar as it may be known at the time the claim is presented, and list the basis for the computation of the amount claimed: \$75,000; Future pain and suffering in excess of \$150,000, If the dollar amount of the claim is more than \$10,000, no dollar amount will be stated, but please indicate whether the claim is a limited civil case claim (total dollar amount less than \$25,000): No, it is not a limited civil case claim

Certification

By signing below, I certify that all information furnished on this form is accurate, truthful, and complete, and that I understand that the presentation of a false claim is a felony (refer to CA Penal Code Sec 72). Note: If the signer is not the Claimant, indicate the relationship of the signer to the Claimant (parent, attorney, etc.) and address. Signature: John Miller, Date: 8-6-19, Relationship and address (if not Claimant): Attorney: 875 Embarcadero drive, ste 2, El Dorado Hills CA

Directions for Submission

Attach and include with this form any bills for medical treatment or expenses/estimates for personal property damage. Once submitted, this form becomes a public document. However, please note that Claimant's Date of Birth, Social Security No., and Driver's License No. WILL REMAIN CONFIDENTIAL. Return completed form to: Los Rios Community College District, ATTN: General Counsel, 1919 Spanos Court, Sacramento, CA 95825


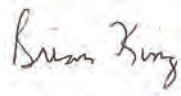
95762

*Responses REQUIRED for Federal Medicare Secondary Payer Reporting

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: September 11, 2019

SUBJECT:	Claim: Linda Dyer	ATTACHMENT: Yes	
		ENCLOSURE: None	
AGENDA ITEM:	Consent Item D	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	JP Sherry, General Counsel 	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	Brian King, Chancellor 	ACTION	
		INFORMATION	

STATUS:

Claimant is seeking damages from Los Rios Community College District.

RECOMMENDATION:

It is recommended that the Board of Trustees reject the claim of Linda Dyer and refer the matter to the District's insurance administrators.



Claim for Damages Form

ONCE SUBMITTED, THIS IS A PUBLIC DOCUMENT

LRCCD Use Only

RECEIVED

AUG 22 2019

Office of the General Counsel
Los Rios Community College District

Claimant Information	First Name <i>Linda</i>	MI <i>K</i>	Last Name <i>Dyer</i>		
	Date of Birth (MM/DD/YY)* [REDACTED]		Social Security No.*		
	Driver's License No. [REDACTED]	License State <i>CA</i>	Receives or is eligible for SSDI or Medicare? * (Yes/No) <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
	Home Address (Number/Street) <i>1057 Hogarth way</i>		Business Name (if including business address) <i>n/a</i>		
	City <i>El Dorado Hills</i>	State <i>CA</i>	Zip Code <i>95762</i>	Business Address (Number/Street)	
	Mail Notices to which address? <input checked="" type="checkbox"/> Home <input type="checkbox"/> Business <input type="checkbox"/> Attorney			City	State
Injury/Damage Information	Date injury/damage occurred (MM/DD/YY) <i>03/28/19</i>	Time of day injury/damage occurred <i>1635</i>	Where did injury/damage occur? (College site, street address, intersection, other locations, etc.) <i>Highway 50 W/B</i>		
	How did injury /damage occur? (Describe accident or occurrence in complete detail/attach additional pages if needed) <i>See attached pages.</i>				
	Name(s) of Los Rios employees involved <i>Cedric Dominic Charles Hurts</i>		Police Report No. <i>9260-2019-00541</i>		
	What action or inaction of Los Rios employee(s) causes your injury/damages? <i>See attached pages.</i>				
	What injuries/damages did you suffer? <i>Damage to my car. See invoice from auto body shop.</i>				
	State the amount of the claim, if less than \$10,000 <i>\$960.51 See attached receipt.</i>				
	Include the estimated amount of any prospective injury, damage or loss, insofar as it may be known at the time the claim is presented, and list the basis for the computation of the amount claimed				
If the dollar amount of the claim is more than \$10,000, no dollar amount will be stated, but please indicate whether the claim is a limited civil case claim (total dollar amount less than \$25,000) <input checked="" type="checkbox"/> Yes, it is a limited civil case claim <input type="checkbox"/> No, it is not a limited civil case claim					
Certification	By signing below, I certify that all information furnished on this form is accurate, truthful, and complete, and that I understand that the presentation of a false claim is a felony (refer to CA Penal Code Sec 72). Note: If the signer is not the Claimant, indicate the relationship of the signer to the Claimant (parent, attorney, etc.) and address.				
	Signature <i>Linda K Dyer</i>	Date <i>8/19/19</i>	Relationship and address (if not Claimant)		
Directions for Submission	Attach and include with this form any bills for medical treatment or expenses/estimates for personal property damage.			Return completed form to: Los Rios Community College District ATTN: General Counsel 1919 Spanos Court Sacramento, CA 95825	
	Once submitted, this form becomes a public document. However, please note that Claimant's Date of Birth, Social Security No., and Driver's License No. WILL REMAIN CONFIDENTIAL.				

*Responses REQUIRED for Federal Medicare Secondary Payer Reporting

Claim for Damages

What action or inaction of Los Rios employee(s) caused your injury/damages:

Your employee was driving a Los Rios vehicle and involved in an accident on the date listed above, that resulted in damage to my car. According to the police report, Cedric Hurts failed to stop in time to avoid a collision, rear ending the car that was stopped directly behind my car, pushing that car into mine. One impact was felt in my car. Please refer to the police report. My car is listed as #3 in the report and I was the lead car in this accident.

Shonda Dyer
8/19/19

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: September 11, 2019

SUBJECT:	2019-20 Education Protection Account Expenditure Plan	ATTACHMENT: None	
		ENCLOSURE: None	
AGENDA ITEM:	Consent Item E	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	<div style="text-align: right;"><i>UP2</i></div> Mario Rodriguez, Vice Chancellor Finance and Administration	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	<div style="text-align: right;"><i>Brian King</i></div> Brian King, Chancellor	ACTION	
		INFORMATION	

BACKGROUND:

Proposition 30, The Schools and Local Public Safety Protection Act of 2012 temporarily raised the State sales and use tax by .25 cents for four years and raised the income tax rate for high income earners (\$250,000 for individuals and \$500,000 for couples) for seven years to provide continuing funding for local school districts and community colleges. In November 2018, voters passed proposition 55, the Children’s Education and Health Care Protection Act. Proposition 55 extended the personal income tax increase under proposition 30 through 2030-31. The accounting and reporting requirements under proposition 55 are the same as under Proposition 30.

Under proposition 30, the State established the Education Protection Account (EPA) to receive and disburse the tax revenues derived from proposition 30 and subsequently proposition 55. Funds from the EPA are not new or increased resources for districts. Rather EPA replaced base State General apportionment. In essence, the three revenue sources traditionally supporting California Community Colleges: general apportionment, local property taxes, and student enrollment fees, now include a fourth source, EPA. EPA funds are paid quarterly.

Districts have sole authority to determine how moneys received from the EPA are spent. The governing board must make the spending determination in open session of a public meeting of the board and with the limitation that EPA funds cannot be used to pay administrative salaries and benefits and other administrative costs. Each entity receiving funds must annually publish on its website an accounting of how much money was received from the EPA and how that money was spent. Additionally, the annual independent financial and compliance audit required of community colleges shall ascertain and verify whether the funds provided from the EPA have been properly disbursed and expended as required by law. Expenses incurred to comply with these additional audit requirements may be paid from the EPA.

STATUS:

The California Community Colleges Chancellor’s Office (CCCCO) distributes EPA funds to districts based upon their proportionate share of total computational revenue. This basis results in a more equitable distribution of EPA rather than distributing on the relative share of general apportionment.

For 2019-20, the projected amount of EPA funds the District is scheduled to receive is \$51,034,482. As was the case in prior years, the amount may change as the year progresses and entitlements are modified. However, our overall apportionment entitlement under the state's funding formula will generally be fully funded even if our share of EPA funds are reduced.

The Board must adopt its plan for the use of the funds as described in the background section relying on the best information available. Consistent with the message to voters that Proposition 30 would allow districts to maintain their instructional programs and the requirement that EPA not be used for administrative costs; staff recommends that EPA funds be designated as supporting compensation costs for classroom instruction services for both faculty and classified staff. Classroom instructional salaries and benefits up to the actual amount received for EPA will be transferred to separate accounts within the unrestricted general fund to identify those costs as funded by EPA.


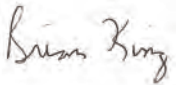
RECOMMENDATION:

It is recommended that the Board of Trustees adopt for the 2019-20 fiscal year the plan to designate compensation costs for classroom instruction as funded by EPA. Upon approval, the District will update its website to reflect the Board's action.

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: September 11, 2019

SUBJECT:	District Annual Investment Report	ATTACHMENT: Yes	
		ENCLOSURE: None	
AGENDA ITEM:	Consent Item F	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	 Mario Rodriguez, Vice Chancellor Finance and Administration	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	 Brian King, Chancellor	ACTION	
		INFORMATION	

BACKGROUND:

As specified in Board Policy P-8252, within three months of the close of each fiscal year, an annual investment report of all District directed investments shall be presented to the Board of Trustees.

The purpose of the investment report is to inform the Board regarding District directed investments, consisting primarily of assets of the Retiree Health Benefits Trust, Bookstore, and certain fiduciary funds. The majority of the District’s monetary assets – cash, cash equivalents, and investments – are required to be held in appropriate Sacramento County Treasury accounts and investments of such assets are directed by the County. For comparative purposes and a complete overview of investment and interest income earned by the District in 2018-19, the attached annual investment report shows both District and County directed monetary assets and their earnings.

STATUS:

District directed assets were invested in compliance with Board Policy P-8252. Detail regarding those investments for the year ended June 30, 2019 follows.

Other Debt Service Fund (ODSFD):

Most ODSFD monies are required to be deposited in the County Treasury. However, Certificate of Participation’s (COP’s) regulations require that a reserve account be maintained in an amount equal to or greater than the debt service cost of principal and interest payments in the final year of the notes. To meet this requirement, dollars were invested in Federal Farm Credit Bank (FFCB) bonds held in custody by The Bank of New York Mellon Trust Company, N.A., San Francisco, under District direction and Sacramento County Treasury’s approval. The COP’s were issued in June 2006 to help finance the construction of Sacramento City College’s parking structure. On July 3, 2018 the COP’s were fully redeemed.

Retiree Health Benefits Trust (Trust):

On November 7, 2007 the Board established an irrevocable trust in response to accounting standards issued by the Governmental Accounting Standards Board (GASB), specifically GASB 43 and 45. Wells Fargo Bank, N.A. was appointed trustee and investment manager of the Trust. As

the sponsor and sole contributor of monies to the Trust, the District has primary responsibility for the management of the Trust for the benefit of its current and future retirees. Under review by the Oversight Committee, established by the Board, and within investment guidelines and restrictions of Board Policy P-8252, the Wells Fargo Bank investment manager has invested Trust monies in various mutual and index funds. As of June 30, 2019, approximately 67.0% of the \$130.9 million portfolio was invested in bond funds, 30.0% in equity funds, and 3.0% in a money market account. The Committee meets quarterly with the investment manager to review the portfolio. As is good practice, returns are evaluated against benchmarks for similar investments.

Due to the consistency of the bond market and the continued strength of equity markets during the past fiscal year, the Trust had a net gain of \$9.1 million or approximately a 7.4% gain in asset value. The net return for the past five years is 4.8% and the return since inception of the trust is 5.2%. The District goal for average return is currently 5%. An actuarial study is required every two years which allows for current economic conditions to be factored into the goal for annual returns.

Annual Investment Report:

The first page of the attached report summarizes both District and County directed investment balances as of June 30, 2019 and the related earnings during fiscal year 2018-19. Only \$5.5 million of the total District funds (excluding Retiree Health) of nearly \$471.4 million is directed by the District. District funds have earned a weighted average annual percentage rate (APR) of 2.8%. Most of the District directed assets are invested in the Local Agency Investment Fund (LAIF).

The second page provides more detailed information about District directed investments. This includes trust assets that are professionally managed by Wells Fargo Bank since inception. The investment advisor meets regularly with the Retiree Health Benefits Trust Oversight Committee.

The third page of the report shows similar information regarding County and Escrow directed investments. Except for the Bond Projects and Bond Interest and Redemption Funds, County directed assets are invested in the County's pooled account, which earned 2.24% in 2018-19. Proceeds from the District's sale of General Obligation (GO) Bonds are separately invested by the County in commercial paper, government agency notes and other authorized investment instruments. Earnings on these separately invested GO Bond monies ranged from 1.66% - 2.46% in fiscal year 2018-19. Investment earnings for the Bond Projects or Bond Interest and Redemption funds may only be expended for bond project costs or bond debt service, respectively.

RECOMMENDATION:

It is recommended that the Board of Trustees accept the District's Annual Investment Report for fiscal year 2018-19.

**Los Rios Community College District
Summary of Investment Balances and Income
For Fiscal Year Ended June 30, 2019**

	District Directed	County Directed	Total District Funds	Retiree Health Benefits Trust	Annual Percentage Rate (APR)
Account Balances: June 30, 2019				(District Directed)	
County Treasury		357,826,809	357,826,809		
Local Agency Investment Fund (LAIF)	5,515,676		5,515,676		
Money Market Accounts			-	3,714,305	
Gov't Sponsored Enterprise (GSE's) Discounted Notes (< 1 year):		108,100,034	108,100,034		
Mutual Funds:					
Fixed Income Funds (Bond Market)				88,033,980	
Equity Funds				39,168,110	
Total Investment Balances: June 30, 2019	5,515,676	465,926,843	471,442,519	130,916,395	
Investment and Interest Income 2018-19:					
County Treasury		7,421,769	7,421,769		2.240%
Local Agency Investment Fund (LAIF)	132,779		132,779		2.266%
Money Market Accounts			-	36,812	2.087%
Gov't Sponsored Enterprise (GSE's) Discounted Notes (< 1 year):		748,892	748,892		2.117%
Government Sponsored Enterprise (GSE's) Bonds (> 5 years):	12,852		12,852		5.000%
Mutual Funds:					
Fixed Income/Bond Funds				6,318,819	7.825%
Equity Funds				2,792,111	6.879%
Total Investment and Interest Income for 2018-19	145,631	8,170,661	8,316,292	9,147,742	
Annual Percentage Rate (APR)	2.381%	2.842%	2.832%	7.431%	

**Los Rios Community College District
District Directed Investment Income & Balances
As of June 30, 2019**

Investments	Purchase Date	Maturity Date	Account Balance as of June 30, 2019	Investment Income	RHB Trust % of Total Investments	RHB Trust Realized Gain/(Loss)	RHB Trust Unrealized Gain/(Loss)	Total Gain/(Loss)	Annualized Yield (excluding unrealized mkt gains or losses)	Annual Percentage Rate (APR) (including unrealized mkt gains or losses)
Bookstore Fund										
Local Agency Investment Fund (LAIF)			5,162,084	124,862					2.16% - 2.57%	2.266%
Student Association Fund										
Local Agency Investment Fund (LAIF)			353,592	7,917					2.16% - 2.57%	2.266%
COP's Interest & Redemption										
Federal Farm Credit Bank (FFCB) Bonds (>5 Years) (Redeemed)	02/02/06	07/02/18		12,852					5.00%	5.000%
District Funds Total			5,515,676	145,631						2.381%
Retiree Benefits Fund										
Wells Fargo Advantage - Institutional Class			3,714,305		2.84%	36,812		36,812	2.14% - 2.87%	2.087%
Fixed Income Funds:										
Federated Total Return Bond Fund			29,335,809		22.41%	42,132	2,062,287	2,104,419	0.16%	7.757%
Vanguard Total Bond Market Index Fund					0.00%	376,087	(173,799)	202,288	8.48%	4.561%
Wells Fargo/Blackrock US Agg Bond Index Fund			29,354,421		22.42%	(6,643)	1,939,063	1,932,420	-0.03%	8.778%
Wells Fargo Core Bond Fund			29,343,750		22.41%	67,401	2,012,291	2,079,692	0.25%	7.654%
Total Fixed Income Funds			88,033,980		67.24%	478,977	5,839,842	6,318,819	1.81%	7.825%
Equity Funds:										
American Europacific Growth Fund			5,125,541		3.92%	214,636	(104,033)	110,603	N/A	2.119%
Vanguard Emerging Markets Stock			1,306,078		1.00%	42,763	(2,005)	40,758	N/A	3.401%
Wells Fargo International Equity Fund			2,078,979		1.59%	32,296	(973)	31,323	N/A	1.489%
Wells Fargo Large Cap Growth			12,313,742		9.41%	1,977,582	(476,337)	1,501,245	N/A	11.159%
Wells Fargo Large Cap Value			12,433,456		9.50%	892,628	189,679	1,082,307	N/A	8.368%
Wells Fargo Russell 2000 Index Fund			2,089,480		1.60%	27,143	(81,385)	(54,242)	N/A	-2.605%
Wells Fargo Multi Manager Small Cap			3,820,834		2.92%	71,626	8,491	80,117	N/A	2.227%
Total Equity Funds			39,168,110		29.92%	3,258,674	(466,563)	2,792,111	N/A	6.879%
Retiree Benefits Fund Total			130,916,395		100.00%	3,774,463	5,373,279	9,147,742	N/A	7.431%
Total District Directed Investments			136,432,071	145,631	100.00%	3,774,463	5,373,279	9,147,742		

**Los Rios Community College District
County and Escrow Directed Investment Balances & Income
As of June 30, 2019**

Investments	Purchase Date	Maturity Date	Purchase Price	General Fund	Capital Projects Fund	Bond Projects Fund	Bond Interest and Redemption Fund	Other Debt Service Fund incl. COP's	Self Insurance Fund	Child Development Fund	Student Financial Aid Trust Fund	Scholarship and Loan Trust Fund	Retiree Benefits Fund	Total District Funds	Annualized Yield (excluding unrealized mkt gains or losses)	Annual Percentage Rate (APR)
Account Balances: June 30, 2019																
County Directed Investments:																
County Treasury Pooled Account - LRCCD Account																
Government Sponsored Enterprise (GSE's) Notes (< 1 year):																
FHLB D.N. - GO Bonds 2008D	06/26/19	01/27/20		112,720,497	120,221,884	40,845,310	39,401,654	17,762,374	11,860,341	510,065	230,238	1,499,617	12,774,829	357,826,809		
FHLB D.N. - GO Bonds 2008D	06/26/19	07/19/19				79,999,423	2,637,360							2,637,360		
US Treasury Bill - GO Bonds 2008C	01/31/19	08/01/19				25,463,251								25,463,251		
Total County Directed Investments				112,720,497	120,221,884	146,307,984	42,039,014	17,762,374	11,860,341	510,065	230,238	1,499,617	12,774,829	465,926,843	-	
County Directed Investment/Interest Income:																
County Treasury Pooled Account - LRCCD Account																
Government Sponsored Enterprise (GSE's) Notes (< 1 year):																
FHLB D.N. - GO Bonds 2002F	02/08/18	08/01/18	\$ 2,029,930	1,850,004	2,719,994	1,102,254	707,523	401,901	293,278	12,499	17,690	33,509	283,117	7,421,769	2.240%	2.240%
FHLB D.N. - GO Bonds 2008C	02/08/18	08/03/18	\$ 24,999,726			39,051	2,863							2,863	1.661%	1.661%
FHLB D.N. - GO Bonds 2008C	08/03/18	01/30/19	\$ 12,604,705			137,295	6,693							137,295	1.728%	1.728%
FHLB D.N. - GO Bonds 2008C	02/08/18	08/01/18	\$ 4,745,434			24,256	736							6,693	2.209%	2.209%
FHLB D.N. - GO Bonds 2008D	06/26/19	07/19/19	\$ 79,999,423			278,520								24,256	1.661%	1.661%
FHLB D.N. - GO Bonds 2008D	06/26/19	01/27/20	\$ 2,637,359			259,478								736	2.213%	2.213%
US Treasury Bill - GO Bonds 2008C	02/08/18	01/31/19	\$ 24,999,367			738,600	10,292							278,520	2.037%	2.037%
US Treasury Bill - GO Bonds 2008C	01/31/19	08/01/19	\$ 25,463,251											259,478	1.900%	1.900%
Total Government Sponsored Enterprise (GSE's) Discounted Notes						738,600	10,292							259,478	2.463%	2.463%
Total County Directed Investment/Interest Income				1,850,004	2,719,994	1,840,854	717,815	401,901	293,278	12,499	17,690	33,509	283,117	8,170,661	n/a	2.842%
Annual Percentage Rate (APR) by Fund				2.240%	2.240%	2.549%	2.273%	2.240%	2.240%	2.240%	2.240%	2.240%	2.240%	2.842%		

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: September 11, 2019

SUBJECT:	Disposition of Surplus Equipment	ATTACHMENT: None	
		ENCLOSURE: None	
AGENDA ITEM:	Consent Item G	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	<div style="text-align: right; margin-bottom: 5px;"><i>MR</i></div> Mario Rodriguez, Vice Chancellor Finance and Administration	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	<div style="text-align: right; margin-bottom: 5px;"><i>Brian King</i></div> Brian King, Chancellor	ACTION	
		INFORMATION	

BACKGROUND:

The Education Code regulates the procedures by which a Community College District can dispose of real and personal property. Education Code section 81452 provides that the governing board may, by unanimous vote, dispose of items valued at \$5,000 or less by private sale without advertising or selling the items at public auction. The District has held previous auctions, but they have generally cost more than they have netted for the District.

STATUS:

The District has a quantity of surplus materials that needs to be disposed of, such as outdated desks and computers. The District has located a scrap dealer who will take selected surplus items for recycling. Any items remaining will be disposed.

The surplus items to be recycled or disposed of are either irreparable, obsolete, in poor condition or not needed for district/college operations and include the following: 2 archive cabinets; 14 chairs; 55 computers; 1 drive duplicator; 5 iMac's; 29 laptops; 7 microprocessor labs; 36 monitors; 26 power meters; 1 power supply; 9 printers; 6 probes; 1 projector; 4 scanners; 7 SWR meters; 1 TV/DVD unit and 1 VHF oscillator.

These items have a value of less than \$5,000.

RECOMMENDATION:

It is recommended that the Board of Trustees approve the disposal of the listed items per Education Code section 81452.

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: September 11, 2019

SUBJECT:	Ratify: Bid Transactions	ATTACHMENT: None	
		ENCLOSURE: None	
AGENDA ITEM:	Consent Item H	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	<i>UPZ</i> Mario Rodriguez, Vice Chancellor Finance and Administration	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	<i>Brian King</i> Brian King, Chancellor	ACTION	
		INFORMATION	

BACKGROUND:

Pursuant to Board Policy 8315 the bid transactions herein listed are presented for approval and/or ratification.

CHANGE ORDERS					
Bid No	Description	Change Amount	Change Number	Vendor	New Contract Total
18025	SCC Mohr Hall. Chiller coolant repair; storm check valve; reroute plumbing lines; plant start up; substitute composite metal panels; door opening. Revise completion date to 3/13/20	\$31,984.44	2	F&H Construction	\$17,969,476.63
19009R	FLC Veneer Repair. Additional brick. Revise completion date to 9/18/19.	\$27,123.00	1	TNT Industrial Contractors, Inc.	\$1,103,890.00

BID AWARDS					
Bid No	Description	No of Responses	Award Date	Successful Vendor	Contract Amount
C20003	Davis II Mechanical Insulation	1	8/6/19	Performance Contracting Inc.	\$116,990.00
C20005	FLC Athletic Fields Drainage System	1	8/14/19	GreenOne Industries Inc.	\$181,890.00

BID AWARDS					
19027	ARC Boiler Replacement Phase 2	5	8/29/19	Stephens Construction, Inc.	\$448,784

Contractor Name	Base Bid	Total Bid
Stephens Construction, Inc.	\$448,784.00	\$448,784.00
Division 515	\$458,515.00	\$458,515.00
TNT Industrial Contractors, Inc.	\$511,869.00	\$511,869.00
American Plumbing Systems, Inc.	\$685,535.00	\$685,535.00
Bayview Engineering & Construction Co., Inc.	\$737,520.00	\$737,520.00

RECOMMENDATION:

It is recommended that the Board of Trustees ratify and/or approve the bid transactions herein listed.

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: September 11, 2019

SUBJECT:	Ratify: Affiliation and Other Agreements	ATTACHMENT: Yes	
		ENCLOSURE: None	
AGENDA ITEM:	Consent Item I	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Mario Rodriguez, Vice Chancellor Finance & Administration	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	Brian King, Chancellor	ACTION	
		INFORMATION	

BACKGROUND:

Pursuant to Education Code section 81655, and Board Policy 8315, all agreements to which the District is party must be approved by or ratified by the Board of Trustees. Where agreements are not authorized or ratified by other means, this Board item is used to ensure compliance with this obligation.

STATUS:

Pursuant to Board Policy 8315, the following agreements and/or extensions for the following contracts are hereby presented for approval/ratification:

RECOMMENDATION:

It is recommended that the Board of Trustees ratify and/or approve the agreements identified in this board agenda item.

- Below is a list of Allied Health Agreements for clinical placements and Internships for Los Rios students. While the District is obligated under these agreements to cooperate and provide educational services pursuant to these agreements, none of them require payment or receipt of funds.

ALLIED HEALTH AGREEMENTS FOR CLINICAL PLACEMENTS

Agency	Clinical Program	Campus	Contract Date	Term
Shriners Hospital for Children	Nursing	ARC	05/20/2019	Evergreen

- Below is a list of Facility Use Agreements for events where the facilities are provided free of charge or events where the District has or will receive payment from the user.

ON-CAMPUS FACILITY USE AGREEMENTS

Campus	Type of Agreement	Permit Number
EDC	Facility Use	EDC-2020-002
FLC	Facility Use	FLC 19-01
FLC	Facility Use	FLC 19-049
FLC	Facility Use	FLC 19-052
FLC	Facility Use	FLC 19-054
FLC	Facility Use	FLC 19-067
FLC	Facility Use	FLC 19-068
FLC	Facility Use	FLC 19-069
FLC	Facility Use	FLC 19-070
FLC	Facility Use	FLC 19-072
FLC	Facility Use	FLC 19-073
CRC	Facility Use	C20-0056
CRC	Facility Use	C20-0057
CRC	Facility Use	C20-0058
CRC	Facility Use	C20-0059
SCC	Facility Use	S20-0001
SCC	Facility Use	S20-0018
SCC	Facility Use	S20-0023
SCC	Facility Use	S20-0024
SCC	Facility Use	S20-0025
SCC	Facility Use	S20-0027
SCC	Facility Use	S20-0032
Harris Center	Facility Use	14237
Harris Center	Facility Use	14240
Harris Center	Facility Use	14244
Harris Center	Facility Use	14246
Harris Center	Facility Use	14309
Harris Center	Facility Use	14328
Harris Center	Facility Use	14330
Harris Center	Facility Use	14342
ARC	Facility Use	1075
ARC	Facility Use	1076
ARC	Facility Use	1077
ARC	Facility Use	1078
ARC	Facility Use	1079
ARC	Facility Use	1080
ARC	Facility Use	1081
ARC	Facility Use	1082

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: September 11, 2019

SUBJECT:	Purchase Orders, Warrants, Checks and Electronic Transfers	ATTACHMENT: Yes	
		ENCLOSURE: None	
AGENDA ITEM:	Consent Item J	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	<div style="text-align: right;"><i>Upr</i></div> Mario Rodriguez, Vice Chancellor Finance and Administration	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	<div style="text-align: right;"><i>Brian King</i></div> Brian King, Chancellor	ACTION	
		INFORMATION	

BACKGROUND:

A listing of purchase orders, warrants, checks and wires issued during the period of July 16, 2019 through August 15, 2019 is on file in the District Business Services Office for review.

RECOMMENDATION:


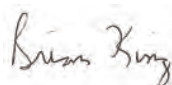
It is recommended that the Board of Trustees approve the numbered purchase orders, warrants, checks and electronic transfers that are reflected on the attached schedule.

PURCHASE ORDERS		
General Fund	0001106942-0001107639 B200483-B200668	\$ 6,648,164.08
Capital Outlay Fund	0003018317-0003018353	
Child Development Fund	0006000893-0006000898	
Self-Insurance Fund	-	
WARRANTS		
General Fund	782662-783616	\$ 21,737,244.03
General Fund-ARC Instructional Related	01009-10059	
General Fund-CRC Instructional Related	023456-023468	
General Fund-FLC Instructional Related	031587-031590	
General Fund-SCC Instructional Related	047874-047909	
Capital Outlay Fund	834034-834129	
Student Financial Aid Fund	-	
Child Development Fund	954741-954750	
Self-Insurance Fund	976553-976563	
ODSFD	-	
Payroll Warrants	442295-443356	\$ 4,909,537.88
Payroll Vendor Warrants	65888-66004	
August Leave Process	443357-444654	
CHECKS		
Financial Aid Disbursements (E-trans)	-	\$ 1,225,656.50
Clearing Checks	2815-2815	\$ 585.75
Parking Checks	3144-3144	\$ 33.00
Bookstore Fund – ARC	33841-33896	\$ 850,314.93
Bookstore Fund – CRC	28638-28667	
Bookstore Fund – FLC	10673-10695	
Bookstore Fund – SCC	51186-51260	
Student Clubs Agency Fund – ARC	5895-5908	\$ 78,104.43
Student Clubs Agency Fund – CRC	5176-5211	
Student Clubs Agency Fund – FLC	2720-2734	
Student Clubs Agency Fund – SCC	4272-4279	
Foundation – ARC	6295-6474	\$ 205,157.25
Foundation – CRC	2728-2751	
Foundation – FLC	1823-1851	
Foundation – SCC	5196-5249	
Foundation – DO	1113-1125	
Associated Students Trust Fund – ARC	-	\$ 565.52
Associated Students Trust Fund – CRC	0903-0904	
Associated Students Trust Fund – FLC	0744-0745	
Associated Students Trust Fund – SCC	-	
Regional Performing Arts Center Fund	USI Check System 6865-6932 Manual checks: 9226-9239	\$ 507,836.31
ELECTRONIC TRANSFERS		
Board of Equalization	-	\$ 14,809.00
PARS	-	\$ 27,240.00
Vendors	-	\$ -
International Wire- Ethan Way Center	-	\$ 13,424.00
Backup Withholding	-	\$ -
Retiree Health Trust	-	\$ -
Self-Insurance	-	\$ 71,741.90
Bookstore	-	\$ 50,713.89
Payroll Direct Deposit Advices	990821-999878	\$ 8,579,174.40
Other Payroll Transactions	-	\$ 3,795.00

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: September 11, 2019

SUBJECT:	Human Resources Transactions	ATTACHMENT: Yes	
		ENCLOSURE: None	
AGENDA ITEM:	Consent Item K	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	 Jamey Nye, Deputy Chancellor	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	 Brian King, Chancellor	ACTION	
		INFORMATION	

RECOMMENDATION:

It is recommended that the Board of Trustees approve the Human Resources transactions on the attached pages.

MANAGEMENT

APPOINTMENT(S) TO CATEGORICALLY FUNDED POSITION(S)

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>Cosumnes River College</u>		
Pasamonte, Raul (M.S., California State University, Sacramento)	Project Director (X) of TRIO Upward Bound Programs	09/01/19 – 06/30/20 (Revised)
<u>Sacramento City College</u>		
Ramirez, Martin M. (M.A., California State University, Sacramento)	Hispanic Serving Institution (HSI) STEM Grant Project Director (VIII)	10/01/19 – 09/30/20

APPOINTMENT(S) TO TEMPORARY POSITION(S)

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>American River College</u>		
Sorensen, Kathryn H. (Ph.D., University of Texas, Austin)	Interim Dean of Student Services, Counseling & Transfer Services	08/19/19 – 12/31/19
<u>Cosumnes River College</u>		
Harrell, Kimberley (Ph.D., Northcentral University)	Interim Associate Vice President of Economic & Workforce Development	07/15/19 – 10/31/19 (Revised)
<u>Sacramento City College</u>		
Garcia, Albert J. (Ed.D., Benedictine University)	Interim College President, Sacramento City College	08/15/19 – 10/01/19
McReynolds, Virginia R. (M.A., California State University, Sacramento)	Interim Vice President of Instruction	08/15/19 – 10/01/19
Turner, Debbie A. (B.S., California State University, East Bay)	Interim Director (III) of Administrative Services	07/01/19 – 08/15/19 (Revised)

LEAVE(S) OF ABSENCE

<u>Name</u>	<u>Subject/Position</u>	<u>Type</u>	<u>Effective Date(s)</u>
<u>Sacramento City College</u>			
Gutierrez, Michael J.	College President, Sacramento City College	Medical	08/15/19 – 10/01/19

MANAGEMENT

LEAVE(S) OF ABSENCE-Continued

<u>Name</u>	<u>Subject/Position</u>	<u>Type</u>	<u>Effective Date(s)</u>
	<u>Sacramento City College</u>		
Lednicky, Margaret	Director (III) of Administrative Services	Medical	06/19/19 – 08/14/19 (Revised)

FACULTY

APPOINTMENT(S)

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
	<u>Cosumnes River College</u>	
Stith, Sharon A. (M.A., San Francisco State University)	Health Information Technology (HIT) Assistant Professor	08/22/19
	<u>Sacramento City College</u>	
Burns, Mildred R. (A.S., DeAnza Community College)	Physical Therapist Assistant (PTA) Professor	08/22/19

APPOINTMENT – RESCISSION(S)

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
	<u>Sacramento City College</u>	
Pagels, Kelly P. (B.S., Western Michigan University)	Aviation Assistant Professor	08/22/19

APPOINTMENT(S) TO TEMPORARY POSITION(S)

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
	<u>American River College</u>	
Zack Lopez, Marjorie S. (M.S., Bank Street College of Education)	Tutorial Center Coordinator, L.T.T.	08/22/19 – 12/31/19
	<u>Cosumnes River College</u>	
Dunne, Vanessa P. (M.S., California State University, Sacramento)	Biology Assistant Professor, L.T.T.	08/22/19 – 12/19/19
Ellis, Brandon L. (M.A., Fresno Pacific University)	Kinesiology, Health and Athletics Assistant Professor, L.T.T.	08/22/19 – 12/19/19
Foreman Jr., Alaric F. (M.A., California State University, East Bay)	Communication Studies Assistant Professor, L.T.T.	08/22/19 – 12/19/19
Gale, Jessilyn C. (M.A., Arizona State University)	Communication Studies Assistant Professor, L.T.T.	08/22/19 – 12/19/19
Kair, Beven M. (M.S., University of Iowa)	Mathematics Assistant Professor, L.T.T.	08/22/19 – 12/19/19

FACULTY

APPOINTMENT(S) TO TEMPORARY POSITION(S) - CONTINUED		
<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>Cosumnes River College</u>		
Lieser, Scot A. (Ph.D., University of California, San Diego)	Chemistry Assistant Professor, L.T.T.	08/22/19 – 12/19/19
Strong, Michael W. (M.S., National University)	Physics / Astronomy Assistant Professor, L.T.T.	01/01/18 – 12/19/19 <i>(revised)</i>
<u>Sacramento City College</u>		
Davila, Heidi L. (Ph.D., University of Southern California)	Extended Opportunity Programs and Services (EOPS) Coordinator, L.T.T.	09/12/19 – 06/30/20
Perea, Wil J. (M.S., California State University, East Bay)	Mathematics Assistant Professor, L.T.T.	08/22/19 – 12/19/19
Poon, Alexia V. (M.A., Fresno Pacific University)	Kinesiology, Health and Athletics Assistant Professor / Women's Soccer Head Coach, L.T.T.	08/22/19 - 12/19/19
Yi, Terence (Ph.D., Northcentral University)	Mathematics Assistant Professor, L.T.T.	08/22/19 – 12/19/19

LEAVE(S) OF ABSENCE			
<u>Name</u>	<u>Subject/Position</u>	<u>Type</u>	<u>Effective Date(s)</u>
<u>American River College</u>			
Allred-Powless, Jeanette	Physical Education Professor - Women's Cross Country & Track & Field Coach	Type C	01/16/20 – 05/20/20
<u>Cosumnes River College</u>			
Calamar, Jeanne M.	Kinesiology Professor (40%) / Assistant Athletic Director (60%)	Medical	08/23/19 – 12/31/19
Nguyen, Nhat N.	Mathematics Professor	Childcare / Type C	09/18/19 – 11/17/19 <i>(revised)</i>
Nguyen, Nhat N.	Mathematics Professor	Type C	11/18/19 – 12/19/19 <i>(revised)</i>

FACULTY

LEAVE(S) OF ABSENCE - CONTINUED

<u>Name</u>	<u>Subject/Position</u>	<u>Type</u>	<u>Effective Date(s)</u>
	<u>Sacramento City College</u>		
Wallace, Shanda L.	Dental Hygiene Professor	Medical	08/13/19 – 11/19/19

REASSIGNMENT(S) / TRANSFER(S)

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
	<u>American River College</u>	
Orosco, Delia B.	CalWORKs District-Wide Coordinator (50%) / Special Projects Coordinator (50%) From CalWORKs District-Wide Coordinator	07/01/19 (revised)
Weckman, Craig R.	Deputy Sector Navigator Coordinator From Diesel Technology Professor	07/01/19
	<u>Cosumnes River College</u>	
Trench, Jena M.	Online Course Design Coordinator From Biology Professor	07/01/19 (revised)
	<u>Folsom Lake College</u>	
Prelip, Angela N.	Online Course Design Coordinator From Communication Studies Professor	07/01/19 (revised)
	<u>Sacramento City College</u>	
Woolley, Nicole B.	Online Course Design Coordinator From Librarian	07/01/19 (revised)

RESIGNATION(S)

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
	<u>Sacramento City College</u>	
Phillips, Matthew W.	Computer Information Science Assistant Professor	12/20/19

FACULTY

RETIREMENT(S)

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
	<u>American River College</u>	
Davis, William E. (After 15+ years of regular service)	MESA / CCCP Coordinator	01/18/20
Gardner, Douglas (After 58+ years of regular service)	Art Professor, 28.3%	05/23/19

TEMPORARY, PART-TIME EMPLOYEES Summer 2019
American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Alexander,Carie D.	Counselor	15 %
Casillas,Griselda	Guidance	27 %
** (A1) Gomez,Martin	Guidance	7 %
Herman,Kathryn M.	Counselor	28 %
Hughes,Heather V.	Counselor	14 %
Jones,Jayme E.	Counselor	11 %
Kelley,Sean M.	Administration of Justice	1 %
Lovering,Janay N.	English	40 %
Machado,Geraldine M.	Human Services	20 %
Overton,Steven T.	Counselor	7 %
Preciado,Monica Isabel	Counselor	1 %
Ridgway,Theodore	Mathematics, General	20 %
Vinsant,Denise T	Counselor	6 %
Wilkerson,Asha B.	Paralegal	40 %
Wrightson,William C.	History	18 %
Yatsenko,Tatyana	Guidance	17 %

TEMPORARY, PART-TIME EMPLOYEES Summer 2019
Cosumnes River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Beyrer,Kimberlee M.D.	Counselor	11 %
Cobos,Isela	Counselor	5 %
Doan,Anna N.	Counselor	5 %
Feindert,Kerstin	English	40 %
Gamble,Balbina P.	Counselor	24 %
Garcia,Angel M.	Counselor	5 %
Hom,Norman	English	40 %
Jones,Jenny L.	Counselor	18 %
Jones,Jenny L.	Counselor	5 %
Kem-Rivera,Toladette	Counselor	2 %
King,Kimberly M.	Counselor	5 %
Lawlor,Michael J.	Physics, General	21 %
Le,Phuong M.	Mathematics Skills	30 %
Le,Phuong M.	Mathematics, General	33 %
Leung,Amy M.	Economics	40 %
Marshall-Mills,Denise L.	Counselor	11 %
Mondragon-Lopez,Sergio	Counselor	5 %
Nguyen-Vo,Loi M.	Mathematics Skills	30 %

TEMPORARY, PART-TIME EMPLOYEES Summer 2019
Folsom Lake College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
DiGaetano,Anthony L.	Business and Commerce, General	20 %
DiGaetano,Anthony L.	International Business and Trade	20 %
Duran,Teresa L	Human Services	40 %
Eitel,Joseph E.	Mathematics, General	47 %
Hanrahan,Molly P.	Intercollegiate Athletics	15 %
Hensley,Angelina C	Human Services	20 %
Jensen,Wayne C.	Mathematics, General	47 %
Lagala,David L.	Physiology (Includes Anatomy)	35 %
Lagala,David L.	Physiology (Includes Anatomy)	5 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

**TEMPORARY, PART-TIME EMPLOYEES Summer 2019
Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Marlow,Edward L.	Water and Wastewater Technology	20 %
McConnell,Joel E.	Counselor	5 %
Miranda,Yolanda O.	Counselor	2 %
Nielsen,Ruth C.	Counselor	8 %
Sayyedalhoseini,Sonia	Physiology (Includes Anatomy)	2 %

**TEMPORARY, PART-TIME EMPLOYEES Summer 2019
Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Belair,Diane M.	Counselor	5 %
Beyrer,Kimberlee M.D.	Counselor	18 %
Braun,Regina J	Counselor	10 %
Braun,Regina J	Counselor	1 %
Cano Chavez,Veronica	Counselor	8 %
Carbary,Kathleen	Psychology, General	20 %
Cardenas,Theresa M.	Counselor	23 %
Cardenas,Theresa M.	Counselor	6 %
Chave,Joshua J.	Counselor	12 %
Dang,Tina G.	Counselor	2 %
Davis,Tony P.	Counselor	22 %
Freas,Adam C.	Counselor	6 %
Gambrell,Deborah M.	Counselor	11 %
Gambrell,Deborah M.	Counselor	12 %
Garboushian,Maida Y.	Counselor	21 %
Garboushian,Maida Y.	Counselor	6 %
Garboushian,Maida Y.	Counselor	6 %
Geddis,Maurice A.	Counselor	11 %
Geddis,Maurice A.	Counselor	9 %
Geddis,Maurice A.	Counselor	6 %
Goodchild,Rebecca D.	Librarian	9 %
Guzman,Sandra G.	Counselor	14 %
Hill,Deirdre R.	Counselor	38 %
Hung,Gary W.	Counselor	2 %
Hung,Gary W.	Counselor	2 %
Hung,Gary W.	Counselor	1 %
Janssen,Kristine M.	Counselor	3 %
Jones,Amy Rebecca	Counselor	3 %
Jones,Amy Rebecca	Counselor	1 %
Labensohn,Daniel J.	Counselor	11 %
Lee,Pao	Counselor	17 %
Lee,Pao	Counselor	11 %
Lee,Pao	Counselor	6 %
Lepe,Leonela G.	Counselor	14 %
Lindell,Pamela N.	Anthropology	20 %
Logan,Shane P.	Sociology	60 %
Lopez,Antonio J.	Librarian	11 %
Maningo,Rita A.	Counselor	9 %
May,Alexander Ross	Mathematics, General	27 %
McClellan-Morehouse,Martha Harriet	Counselor	9 %
McGhee,Kelly F.	Counselor	1 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

**TEMPORARY, PART-TIME EMPLOYEES Summer 2019
Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Mireles-Tijero, Mayra	Counselor	6 %
Moylan-Aube, Joanne E.	Counselor	11 %
Newman Ritchards, Toni J.	Coordinator	14 %
Nguyen, Alfonso K.	Counselor	17 %
Nguyen, Anh H.	Counselor	3 %
Reach, Lorna J.	Counselor	37 %
Ruedas, Sandra R.	Counselor	6 %
Suy, Shaun	Counselor	2 %
Suy, Shaun	Counselor	19 %
Suy, Shaun	Counselor	6 %
Williams, Nichelle	Counselor	6 %
** (A1) Wright, Tatyana N.	Counselor	2 %
** (A1) Wright, Tatyana N.	Counselor	46 %
** (A2) Wu, Tsz Yan P.	Mathematics, General	53 %
Xiao, Alex H.	Political Science	20 %
Zapanta, Kamie V.	Counselor	10 %

**TEMPORARY, PART-TIME EMPLOYEES Fall 2019
American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Adams, Grant C.	Spanish	53 %
Aguilar, Susan L.	Classics-Humanities	20 %
Akawi, Robin	Psychology, General	60 %
Alexander, Carie D.	Counselor	6 %
Alexander, Carie D.	Counselor	18 %
Alkhayyat, Hanadi	Dance	15 %
Allen, John E.	History	20 %
Amrhein, Jeannette A.	Child Development/Early Care and Education	20 %
Anderegg, Kristen M.	Counselor	5 %
Arai, Elizabeth L.	ESL Reading	27 %
Arai, Elizabeth L.	ESL Speaking/Listening	27 %
Arana, Juliya N.	ESL Integrated	23 %
Araujo, Frank P.	Anthropology	40 %
Ayers, Harold R.	Administration of Justice	1 %
Badea-Mic, Mihaela C.	Physiology (Includes Anatomy)	35 %
Bailey, Katherine A.	Dance	30 %
Barela, Jesus A.	Art	28 %
Barela, Jesus A.	Painting & Drawing	28 %
Barr III, Thomas C.	Nursery Technology	15 %
Bassett, Jason M.	Administration of Justice	1 %
Bastian, Gregory A.	Business Administration	20 %
Bastian, Gregory A.	Real Estate	20 %
Baxter, Kenneth W.	Political Science	20 %
Beckum, LaQuisha	Psychology, General	40 %
Beckwith, Cade J.	Administration of Justice	1 %
Beezley, Shareen G.	Paralegal	20 %
** (A5) Belton, Linda V.	Physical Education	30 %
Benz, Jessica K	Reading	3 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

TEMPORARY, PART-TIME EMPLOYEES Fall 2019
American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Bernacchi, Christopher S.	Administration of Justice	1 %
Bertinuson, Joy A.	Painting & Drawing	28 %
Beuttel, Michelle	Reading	63 %
** (B5) Bibb, Akbar M.	Administration of Justice	1 %
Bickel, David T.	Administration of Justice	1 %
Blackthorne, Henry N.	English	33 %
Bluette, Chad J.	Administration of Justice	1 %
Blunk, Dawn M.	English	60 %
Bohanec, Cogen	Classics-Humanities	40 %
Boling, Patrick V.	Diesel Technology	61 %
Bowden, Ellen	Anthropology	30 %
** (A2) Bowles, Christy M.	Natural Resources	42 %
Boyer, Alba M.	Italian	53 %
** (B4) Bradshaw, Don A.	Administration of Justice	1 %
Brasier, Corey A.	Sign Language	27 %
Brennan, Tracy E.	Sign Language Interpreting	7 %
Britton, Rebecca L.	Political Science	20 %
Brown, Ori A.	Administration of Justice	1 %
Brownell, Eric M.	English	3 %
Brunkala, Joel T.	English	60 %
Brynelson, Julia D.	Paralegal	60 %
Buchanan-Cello, Shelly A.	Library Science, General	27 %
Buckner, Mallory R.	Counselor	49 %
** (B5) Bueno III, Jose	Welding Technology	28 %
Burke-Polana, Sharon R.	Drafting Technology	33 %
Byrd, Steven D.	Automotive Collision Repair	35 %
Byrd, Steven D.	Welding Technology	28 %
Bystrom, Helen C.	English	53 %
Bystrom, Helen C.	Reading	10 %
Cabral, Colette H.	Sign Language	53 %
Camacho-Tejeda, Jose A.	Welding Technology	28 %
Campas, Steven	Administration of Justice	1 %
Campbell, Morgan T.	Chemistry, General	57 %
Cannedy, Derick W.	Administration of Justice	1 %
Cano Chavez, Veronica	Counselor	30 %
Carapia-Aguillon, Catalina	English	67 %
Carleton, Christopher J.	Automotive Technology	33 %
Carlisle, Ralph R.	Automotive Technology	7 %
Carlson, Don L.	Business Management	7 %
Carlson, Thomas A	Accounting	20 %
Carney, Diane	Biology, General	35 %
Carr, Jennifer A.	Paralegal	20 %
Carr, Lisa A.	Child Development Administration and Mana	20 %
Carr, Lisa A.	Infants and Toddlers	20 %
Carrier, Nicole	Spanish	27 %
** (A1) Carter, Kathy A.	Child Development/Early Care and Educatio	20 %
Casella, Jacob A	Administration of Justice	1 %
Casillas, Griselda	Counselor	49 %
Casillas, Griselda	Counselor	10 %
Caspersen Schultz, Julie A.	ESL Writing	53 %
Castillo, Scott N.	Administration of Justice	1 %
Caybut, Avis C.	Administration of Justice	1 %
Chan, Betty	Political Science	40 %
** (B2) Chapek, Carl W.	Software Applications	53 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

TEMPORARY, PART-TIME EMPLOYEES Fall 2019
American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Chau,Thao T.	Mathematics, General	27 %
Chau,Thao T.	Mathematics Skills	13 %
Cheng,Diana J	Chemistry, General	50 %
Cherney,David M.	Physics, General	55 %
Chicoine,Kari J.	Drafting Technology	13 %
Chinte,David S	ESL Writing	27 %
Chinte,David S	ESL Speaking/Listening	27 %
Chisholm,Matthew M.	Administration of Justice	1 %
Chung,Jackson	Mathematics, General	60 %
Ciel,Jessicah	Applied Photography	13 %
Clark,Evan A	Speech Communication	20 %
Clark,Terri A.	Librarian	15 %
Clement Moore,Tamica L.	Gerontology	10 %
Clinciu,Dorin G.	Automotive Technology	33 %
Cody,Mary L.	Psychology, General	20 %
Coelho,Luiz	Music	5 %
Colby,Shannon R.	Psychology, General	60 %
Conant,Jessica L.	Academic Guidance	20 %
Cone,Bryan A	Psychology, General	40 %
Cone,Justin	Automotive Technology	33 %
** (A2) Connors,Valerie S.	English	60 %
Constante,David A.	Psychology, General	40 %
Constantino,Valerie	Art	28 %
Cooper,Paul G.	History	20 %
Cornish,Rima T.	Sign Language	20 %
Corwin,Charles H.	Chemistry, General	27 %
Cotton,Gary D.	Software Applications	42 %
Crossley,Ramona L.	Sign Language Interpreting	3 %
Currea,Ana Maria S.	Spanish	47 %
Currea,Ana Maria S.	Reading	7 %
Currier,Daniel E	Mortuary Science	13 %
Curtis,Lindsay J.	ESL Writing	27 %
Daniels,Joyce Anne	Child Development/Early Care and Educatio	20 %
Davalle,Nathan A.	Administration of Justice	1 %
Davila,Heidi L.	Counselor	53 %
Davis,Danielle R.	History	20 %
** (B5) Davis,Donald A.	Administration of Justice	1 %
Davis,Rylai	Physics, General	35 %
Dayton,Catherine M.	ESL Writing	27 %
De Maria,Jacqueline R.	Gerontology	40 %
Dean,Cynthia Margurite	ESL Writing	27 %
DeCecco,Chalmer A.	Administration of Justice	1 %
Dedonder,Brian P.	Administration of Justice	1 %
DeLeon,Daniel W.	Administration of Justice	1 %
Delgadillo,Marisol	Anthropology	35 %
Denman,David S.	Philosophy	40 %
DeSouza,Kara D.	Psychology, General	60 %
Deterding,Teresa M.	Administration of Justice	1 %
Diclementine,Jacqueline C.	Philosophy	40 %
Dilgard,Sylvia B.	Counselor	51 %
Dillon,Roger G.	Administration of Justice	1 %
Dolce,Thomas F.	Computer Programming	20 %
Dorris,Tamara L.	Real Estate	40 %
Drobot,Mikhail	Diesel Technology	65 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

TEMPORARY, PART-TIME EMPLOYEES Fall 2019
American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Duan,Xin-Ran	Mathematics, General	47 %
Duan,Xin-Ran	Mathematics Skills	13 %
Duff,Jeanne A.	Software Applications	18 %
Duffey,Brendan C.	Commercial Music	57 %
Dunmore,Steven E.	Intercollegiate Athletics	15 %
Duran,James J.	Mathematics, General	47 %
Duval,Beverly K.	Librarian	37 %
Dvorak,Michael C.	Mathematics, General	27 %
Earle,Robert E	Geographic Information Systems	20 %
Eberhardt,Claire E.	History	40 %
Echeverria,Nick V.	Administration of Justice	1 %
Eckley,Terri L.	Psychology, General	40 %
Econome,Jennie G.	Academic Guidance	20 %
Eifler,Tristan T.	Chemistry, General	45 %
Eklund,Justin R.	Administration of Justice	1 %
Engstrom,Karina H.	Biology, General	40 %
Ensch,Elena G.	Russian	53 %
Erbe,Kevin S.	Speech Communication	40 %
Esque,Melanie E.	Administration of Justice	1 %
Estes,Rebecca L.	Spanish	53 %
Ezenwa,Emmanuel C	Welding Technology	50 %
Fagiolo,Catherine E.	Music	50 %
Farahmandnia,Saideh	Physiology (Includes Anatomy)	35 %
Farahnak,Fereydoon	Microbiology	40 %
Farias,Imelda	Counselor	60 %
Fassler,Amie Y.	Mathematics, General	67 %
Feely,Abigail B.	History	40 %
Fernandez,Joyce M.	Counselor	6 %
Fierro,Laura D.	Librarian	10 %
Finnerty,Kevin C.	Administration of Justice	1 %
Fioritto,Christopher J.	Mathematics, General	60 %
Fix,Andrew W.	Philosophy	60 %
Fleshman,Dane R.	Mathematics, General	33 %
Flynn,Lorraine M.	English	40 %
Forehand,James R.	Mathematics, General	33 %
Fountain,Mark BV	Biomedical Instrumentation	3 %
Fox,Lori L.	English	33 %
Frederick,Casey F.	Landscape Design & Maintenance	20 %
Freeman,Grace	ESL Reading	53 %
Freund,Laura L.	English	53 %
Fukasawa,Natsuki A.	Music	3 %
Fulgham,Roietta J.	Office Technology/Office Computer Applicati	20 %
Fulkerson,Melissa C.	Music	51 %
Fusco,Sandro	Mathematics, General	33 %
Galarza,Ivette	Spanish	53 %
Gale,Deborah N.	Mathematics, General	33 %
Gallon,Cheryl A.	Sign Language Interpreting	27 %
Galvan,Joseph	Administration of Justice	1 %
Garasanin,Olivera	History	40 %
** (A1) Garbutt,Jared J.	Nutrition, Foods, and Culinary Arts	20 %
Garcia,Monica R.	Spanish	53 %
Garcia-Keegan,Bernard J.A.M	Speech Communication	20 %
Garfield,Elizabeth T.	Physiology (Includes Anatomy)	50 %
Garg,Purwa	Fashion Merchandising	20 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

TEMPORARY, PART-TIME EMPLOYEES Fall 2019
American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Gaudard,Rolf R.	History	20 %
Gaynor,Carolyn R.	Administration of Justice	1 %
Geren,Lisa C.	English	40 %
Gerhart,Karen L.	Biology, General	20 %
Gerlis,Rachel A.	Sign Language	53 %
Ghamami,Omid	Purchasing	20 %
Ghasemiyeh,Soraya Z.	Chemistry, General	50 %
Ghasemiyeh,Soraya Z.	Biological and Physical Sciences (and Mathe	8 %
Ghosh,Rupa	Reading	27 %
Gibbons,Alaina K	Mathematics, General	40 %
Glenn,Daniel J.	ESL Writing	53 %
Glickman,James A.	Real Estate	23 %
Glynn,Harley A.	Commercial Music	30 %
Goldbar,Christine A.	English	40 %
Goldberg,Stephen E.	Paralegal	20 %
Gorchoff,Sara M.	Psychology, General	40 %
Gorsuch,Susan C.	Administration of Justice	1 %
Gottke,Darren J.	Chemistry, General	57 %
Griffith,David A.	Physics, General	20 %
Gruber,Corey M.	English	40 %
Guadalupe,Krishna L.	Sociology	40 %
Guerin,Jeanne G.	English	40 %
Gunn,Martin E.	Automotive Technology	33 %
Guthrie,Shannon J.	Dietetic Services and Management	13 %
Gutierrez,Julio S.	Automotive Technology	53 %
Gutowsky,Edward A.	English	47 %
Hake,Patricia L.	English	60 %
Hall,Neda Nicole	Child Development/Early Care and Educatio	20 %
**A1 Hansen,Gina	Physical Education	15 %
**A1 Hansen,Gina	Adapted Physical Education	8 %
**A1 Hansen,Gina	Health Education	10 %
Haywood,Laura C.	Physical Education	15 %
Herman,Kathryn M.	Counselor	60 %
Hernandez,Colleen L	Child Development/Early Care and Educatio	40 %
Hickman,Lauren Rose	Child Development/Early Care and Educatio	40 %
Hinckley,Jennifer	Registered Nursing	25 %
Hisel,Kathleen L.	Counselor	32 %
Huggins,Ross R.	Administration of Justice	20 %
Hughes,Julia	Respiratory Care/Therapy	15 %
Hurner,Sheryl Marie	Speech Communication	20 %
Iverson,Janet Lopez	English	20 %
Jameson,Richard L.	Administration of Justice	1 %
Jantz,Darlene H.	ESL Reading	27 %
Jardine,Christian M.	History	40 %
Jay,Susan M.	General Work Experience	40 %
Jennings,Nathan P.	Geographic Information Systems	44 %
Jensen,Arne E	Automotive Technology	33 %
Jeske,Dawn L.	Child Development/Early Care and Educatio	20 %
Jimenez,Jorge I.	Chemistry, General	57 %
Johnson,Hannah N.	ESL Writing	27 %
Johnson,Hannah N.	ESL Speaking/Listening	27 %
Johnson,Melvin H.	Welding Technology	22 %
Johnson,Robert S.	Commercial Music	40 %
**B5 Johnson,Wilber	Journalism	20 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. *=New Employee **=Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

TEMPORARY, PART-TIME EMPLOYEES Fall 2019
American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Johnson-Reyes, Glenda Y	Biotechnology & Biomedical Technology	20 %
Jones, Jayme E.	Counselor	57 %
Jungkeit, James J.	Administration of Justice	1 %
Kalman, Mikalai	Diesel Technology	61 %
Keith, Jason D	Automotive Technology	33 %
Kelley, Sean M.	Administration of Justice	1 %
Kelly, Craig A.	ESL Writing	27 %
Kennedy, Stacey C.	Nutrition, Foods, and Culinary Arts	20 %
Kiefer, Dieter M.	Accounting	60 %
Kiefer, Michelle L.	Child Development/Early Care and Educatio	40 %
Kientz, Michelle L.	Counselor	5 %
Kientz, Michelle L.	Counselor	54 %
Kingsnorth, Alice M.	Classics-Humanities	20 %
Kingsnorth, Alice M.	Other Humanities	20 %
Kingsnorth, Alice M.	Archaeology	20 %
Kirchhoff, Susan L.	Librarian	31 %
Kirchner, Scott D.	Speech Communication	60 %
Kitching, Dale E.	Administration of Justice	1 %
Kiteck, Peter J.	Mathematics, General	53 %
Kjelstrom, Andrea N	Gerontology	10 %
Klapheck, David T	Mathematics, General	20 %
Klar, Janice E.	Counselor	39 %
Kleist, Rachel	Sign Language	27 %
Kleist, Rachel	Sign Language Interpreting	7 %
Kloss, John T.	Sociology	60 %
Knox, Paul Douglas	English	60 %
Komarova, Irina N.	Mathematics, General	27 %
Korn, Charles	Automotive Technology	33 %
Kovar, Timothy J.	Small Business and Entrepreneurship	40 %
Kovar, Timothy J.	Real Estate	20 %
Kowalske, Kristen Kae	Nutrition, Foods, and Culinary Arts	20 %
Kroon, Edward Lee	Welding Technology	12 %
Kropp, Brian J	Accounting	27 %
Kwong, Kenneth Richard	Fire Technology	40 %
Kyles, Justin A.	ESL Reading	27 %
Larabee, Linda G.	Reading	60 %
Laughton, Barbara A.	English	20 %
Le, John Thinh Ngoc	Marketing & Distribution	20 %
Leatherman, Judith A.	ESL Reading	27 %
Leatherman, Judith A.	ESL Speaking/Listening	27 %
Lee, Fountain	Mathematics, General	33 %
Lee, Michael D.	Accounting	27 %
Lee, Sara E.	History	20 %
Lenz, Dakota J.	English	63 %
Leo, Regina S.	Counselor	59 %
Lerner, Shannon W	Speech Communication	20 %
Lester, Katherine M	Administration of Justice	1 %
Leveille, Rebecca A.	Office Technology/Office Computer Applicati	39 %
Lewis, Deana L.	ESL Writing	27 %
Lewis, Deana L.	ESL Reading	27 %
Lewis, Robert M.	Human Services	40 %
Li, Jiaoyue A.	Engineering, General	53 %
Licon, Glen A	Political Science	20 %
Lindgren, Erica	Physiology (Includes Anatomy)	35 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

TEMPORARY, PART-TIME EMPLOYEES Fall 2019
American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Lingsweiler,Ryan W.	Speech Communication	60 %
Liu,Ka Man	Biomedical Instrumentation	25 %
Livi,Marcella	German	27 %
Lommori,Michael L.	Administration of Justice	1 %
Long,Jackie R.	Administration of Justice	1 %
Long,Jason S.	Film History and Criticism	20 %
Long,Jason S.	English	20 %
Lopez,Mira	Mathematics, General	27 %
Lowe,Aisha N.	Psychology, General	40 %
** (A2) Lui,Diane C.	Fine Arts, General	60 %
Macadam,Darren	Administration of Justice	1 %
Magee,Stephen R.	Software Applications	7 %
Mahallati,Reza	Engineering, General	35 %
Mahmood,Khalid	Mathematics, General	33 %
Majhail,Radhika	Business Management	40 %
Malupa,Miralynn F.	ESL Speaking/Listening	27 %
Mann,Nicole M.	Chemistry, General	42 %
Manukyan,Knarik	Mathematics, General	20 %
Manukyan,Knarik	Mathematics Skills	13 %
Manzar,Sahreen	Paralegal	20 %
Mar,James K.	Counselor	1 %
Marion,Derrick T.	Administration of Justice	1 %
Marmer,Richard	Psychology, General	20 %
Martin,Kevin S.	Chemistry, General	50 %
Martin,Kevin S.	Biological and Physical Sciences (and Mathe	8 %
Martinez,Jesus C.	Sign Language Interpreting	3 %
Martinez,Maricela C.	Spanish	27 %
Maurino,Molly A.	Physical Education	30 %
McClellan-Morehouse,Martha Harriet	Academic Guidance	10 %
McCord,Karen M.	Psychology, General	20 %
** (B2) McCormack,Nicole Elizabeth	Automotive Technology	7 %
** (A2) McCurry,Leslie K.	Mathematics, General	33 %
McKee,Steven C.	Administration of Justice	1 %
McKillop,Angela L.	Physical Education	15 %
Mead,William A.	Website Design and Development	57 %
Medcalf,John C.	Mathematics, General	33 %
Mehallo,Stephen M.	Computer Graphics and Digital Imagery	20 %
Meis,Mark S.	Human Services	20 %
Melgarejo,Emanuel	Counselor	18 %
Melkonyan,Gegham	Mathematics, General	27 %
Melkonyan,Gegham	Mathematics Skills	13 %
Mendez,Shannon M.	English	60 %
Merchant,Sylvio	Office Technology/Office Computer Applicati	47 %
Meux,Brian L.	Administration of Justice	1 %
Michaels,Craig	Administration of Justice	1 %
Miles,Robert L.	English	20 %
Miller,Alan L.	Journalism	20 %
Miller,William A.	Respiratory Care/Therapy	53 %
Miranda,Mee	Counselor	60 %
Mirmobiny,Shadieh	Fine Arts, General	20 %
Mirzaagha,Mohammad E.	Mathematics, General	53 %
Mirzaagha,Mohammad E.	Mathematics Skills	13 %
Mitchell,Christopher B.	Fire Technology	20 %
Mitchell,Christopher B.	Wildland Fire Technology	20 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

TEMPORARY, PART-TIME EMPLOYEES Fall 2019
American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Montague-Archer, Nancy	Earth Science	20 %
Montoya, Sally	Administration of Justice	20 %
Moody, Heather	Intercollegiate Athletics	49 %
Moser, Richard M.	English	60 %
Mott, Rodney E.	Ceramics	57 %
Mueller, Robert G.	Administration of Justice	1 %
Mulvihill, Shauna Marie	History	40 %
Narvand, Payam	Business Management	40 %
Nazaryan, Kevin	Electrical	31 %
Nedorezov, Svetlana	Mathematics, General	47 %
Nedorezov, Svetlana	Mathematics Skills	13 %
Nedovodeeva Ortiz, Elena V.	ESL Writing	27 %
Nedovodeeva Ortiz, Elena V.	ESL Speaking/Listening	27 %
Nelsen, Betty L.	Digital Media	28 %
** (A1) Nelson, Curtis O.	Anthropology	35 %
Neumann, Ingrid H.	Physics, General	42 %
Ngo, Tu C.	Mathematics, General	53 %
Ngo, Tu C.	Mathematics Skills	13 %
Nguyen, Dung	Mathematics, General	47 %
Nguyen, Thuy Dung	Physiology (Includes Anatomy)	50 %
Nichols, Tye A	Biology, General	35 %
Nielsen, Ruth C.	Counselor	47 %
North, Daniel R	Automotive Technology	40 %
Norton, Justin M.	Speech Communication	20 %
O'Brien, Leslie S.	Floriculture /Floristry	15 %
Odell, Ashley R.	Academic Guidance	60 %
O'Donnell, Daniel G.	Business Administration	55 %
Oehler-Stricklin, Dylan O.	English	37 %
O'Neal-Watts, Jennifer Lee	Librarian	11 %
Overton, Steven T.	Counselor	13 %
Palaspas, Candice M.	Counselor	58 %
Papouchis, Christopher M.	Natural Resources	62 %
Parmelee, Michael A.	Business and Commerce, General	20 %
Parrish, Stephanie S.	Reading	10 %
Parrish, Stephanie S.	ESL Reading	27 %
Pellerin, Kristie J.	Biology, General	35 %
** (A5) Penwell, Robyn S.	Physical Education	30 %
Penzvalto, Zsofia	Biology, General	35 %
Perez, Kristine A.	Biology, General	20 %
Perrault, Priscilla A.	Counselor	28 %
** (A2) Petraru, Marius	Geography	40 %
Pezone, John P.	Administration of Justice	20 %
Pillay, Rajiv H.	Welding Technology	20 %
Pippig, Robert C	Tax Studies	27 %
Plantaric, Edward J.	Administration of Justice	1 %
Plezia-Missler, Dorothy E.	Counselor	11 %
Plezia-Missler, Dorothy E.	Counselor	23 %
Porter, Cherri J.	English	67 %
Powers, Matthew T.	Administration of Justice	40 %
Preciado, Monica Isabel	Counselor	16 %
Preciado, Monica Isabel	Counselor	44 %
Pulido, Brandi N.	Counselor	8 %
Rennie, Sharilyn M.	Physiology (Includes Anatomy)	35 %
Riese, Kelly L.	Speech Communication	40 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

TEMPORARY, PART-TIME EMPLOYEES Fall 2019
American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Rivera,Michael G.	Respiratory Care/Therapy	23 %
Roberts,Courtney Miller	ESL Reading	27 %
Robinson,Anthony M.	English	33 %
Robinson,Anthony M.	Reading	33 %
Robinson,Clinton J.	Physical Education	15 %
Robinson,Matthew P.	Music	23 %
Rodriguez-Rutten,Paula	Mathematics, General	40 %
Rogers,Kristina S.	English	53 %
Roome,Elizabeth C.	ESL Writing	27 %
Roome,Elizabeth C.	ESL Speaking/Listening	27 %
Ruan,Karen M.	ESL Speaking/Listening	27 %
Ruckels,Melynda S.	Registered Nursing	5 %
Ruckman,David J.	ESL Reading	27 %
Ruckman,David J.	ESL Speaking/Listening	27 %
Russell,Matthew B.	Spanish	27 %
Samadi,Parisa	Reading	40 %
** (B5) Schaumburg,Timothy A.	Automotive Technology	23 %
Shah,Rabail R.	Classics-Humanities	20 %
Sheldon,Jennifer L	Nutrition, Foods, and Culinary Arts	20 %
** (A5) Shih,Ernest	Information Technology, General	20 %
** (A5) Shih,Ernest	Computer Networking	44 %
Shiva,Maryam S.	Physics, General	55 %
Shragge,Bryan	Human Services	20 %
Shreeman,Paul K.	Physics, General	30 %
Simon,Sabina F.	ESL Writing	27 %
Simon,Sabina F.	ESL Integrated	27 %
Singer,Scott	Restaurant and Food Services Management	33 %
Skillen,Robert R.	Natural Resources	20 %
Sneed,Jacquelyn	Gerontology	30 %
Sowards,Timothy L.	Administration of Justice	1 %
Sowinski,Lisa M	Mathematics, General	20 %
** (B5) Spataro,Kurt B.	Restaurant and Food Services Management	20 %
Speck,Christian A.	Business Administration	40 %
** (A1) Spencer,Katherine E.	Classics-Humanities	40 %
Spino, Frank G.	Administration of Justice	1 %
Sposeto,Jason S.	English	37 %
Stapleton,Michael E.	Administration of Justice	1 %
Starkey,Danielle F.	English	60 %
Staten,Keith J.	Paralegal	20 %
Stead,Joni M.	Speech Communication	40 %
** (B5) Stein,Kevin L.	Automotive Collision Repair	40 %
** (A2) Stem,Melissa A.	French	27 %
** (A2) Stem,Melissa A.	Spanish	27 %
Stemmann,Karsten	Mathematics, General	53 %
Stevens,Briagha E.	English	57 %
Stevens,Janis L.	Dramatic Arts	30 %
Stevens,Sam E.	Psychology, General	40 %
Stincelli,Carl A.	Administration of Justice	1 %
Strawn,Gregory D.	English	20 %
Sturgis,Krista M.	Music	18 %
Sukkary,Tamir	Political Science	40 %
Sundin,Daniel R.	Microbiology	40 %
Supin,Vitaliy	Mathematics, General	53 %
Swanson,Maureen A.	Administration of Justice	1 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

TEMPORARY, PART-TIME EMPLOYEES Fall 2019
American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Sweeney, Thomas D.	Administration of Justice	1 %
Swift, Charles A.	Administration of Justice	1 %
Tabrizi, Setareh H.	English	40 %
Tadlock, Duane A	Administration of Justice	1 %
Thai, Dai Thuy Trang	Chemistry, General	30 %
Theiss, William Francis	Software Applications	24 %
Thomas, Ramona S.	Child Development/Early Care and Educatio	20 %
Thomas, Ramona S.	Children with Special Needs	20 %
Thuston, Marrin D	English	67 %
Tintiangco, Zachary T.	Mathematics, General	40 %
Tittle, Matt G	English	20 %
Toomey, Daniel P.	Administration of Justice	20 %
Torres, Veronica C.	Drafting Technology	40 %
Tran, Ocean V.	Electrical	62 %
Truby, Timothy L.	Administration of Justice	1 %
Tsushima, Cheryl L.	Automotive Technology	64 %
Tuso, Richard	Automotive Technology	33 %
Tzou, Ann S.	ESL Writing	27 %
Tzou, Ann S.	ESL Integrated	27 %
Umhauer, Teri J.	Fashion Design	57 %
Uptegrove, Jim L.	Administration of Justice	1 %
Utter, Robert S.	Physics, General	55 %
Valenzona, Deborah A.	Reading	33 %
Van Arkel, John R.	Diesel Technology	55 %
VanElls, Deborah B.	History	40 %
** (A5) VanRegenmorter, Heidi L.	Music	43 %
Vasquez, Karen M.	Speech Communication	60 %
** (A5) Veisze, Paul M.	Geographic Information Systems	20 %
** (A5) Verdoorn, Dirk D.	Geography	20 %
Verhage, Beth L.	ESL Writing	27 %
Verhage, Beth L.	ESL Reading	27 %
Vervilos, Vasseliki	Accounting	47 %
Vitaich, Jason M.	Political Science	40 %
Vittitow, Linda M.	Anthropology	35 %
Walker, Eric S.	Administration of Justice	1 %
Walters, Kimberly	Child Development/Early Care and Educatio	40 %
Warman, James L.	Health Occupations, General	40 %
Warren, Marshall T.	Administration of Justice	1 %
Webb, Marni B.	Reading	40 %
Welch, David P.	Drafting Technology	67 %
Welch, Nicole M.	Business Management	20 %
Welkley, Debra L.	Sociology	20 %
Wells, Melissa M.	Respiratory Care/Therapy	8 %
Westre, Barbara J.	Academic Guidance	13 %
Westre, Barbara J.	Counselor	42 %
White, Bryan C.	Mathematics, General	40 %
White, Gay A.	ESL Writing	53 %
Whitt, David	Fire Technology	20 %
Wilkinson, Cheryl	ESL Writing	27 %
Wilkinson, Cheryl	ESL Speaking/Listening	27 %
Williams, Michelle D.	Economics	40 %
Winford, Geoffrey M.	Administration of Justice	1 %
Witteborg, Janina L.	Sign Language Interpreting	7 %
Wong, Kim W.	Administration of Justice	1 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

TEMPORARY, PART-TIME EMPLOYEES Fall 2019
American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Wooden,Tami D.	Physical Education	30 %
Wooden,Tami D.	Academic Guidance	20 %
Word,Richard L.	Administration of Justice	1 %
Zimny,Paul L.	Dance	15 %

TEMPORARY, PART-TIME EMPLOYEES Fall 2019
Cosumnes River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Ahmadi,Abbas	Information Technology, General	13 %
Ahmadi,Abbas	Computer Networking	33 %
Amer,M. Rosalie C.	Librarian	7 %
Angel,Elizabeth E	Mathematics, General	35 %
Babka,Cary M.	Television (including combined TV/film/v	28 %
Babka,Cary M.	Film Studies	20 %
Ballard,Sheryl L.	Child Development/Early Care and Educatio	48 %
Baltimore,Paul R.	History	20 %
Barela,Eva E.	Spanish	27 %
Bass,Charles W.	Chemistry, General	50 %
Benskin,Karena T.	Small Business and Entrepreneurship	20 %
Beyrer,Kimberlee M.D.	Counselor	22 %
Biesiadecki,Mary R.	Veterinary Technician (Licensed)	65 %
Binder,Marnie	Philosophy	20 %
Binder,Marnie	Other Humanities	20 %
BoarerPitchford,Julie K.	Nutrition, Foods, and Culinary Arts	40 %
Bowns,Ross	Computer Graphics and Digital Imagery	28 %
Bowns,Ross	Sculpture	28 %
Brewer,Janet L.	Diagnostic Medical Sonography	20 %
Brooks,James K.	Mathematics, General	33 %
Brown,Cornelius L.	Business and Commerce, General	40 %
Brown,Cornelius L.	Small Business and Entrepreneurship	20 %
Browne,Rachael E.	Sociology	60 %
** (A5) Calhoun,Ruby R.	Office Technology/Office Computer Applicati	32 %
Cann,John Allen	English	60 %
Carinci,Sherrie T.	Business and Commerce, General	40 %
Carter,Cari A.	Sign Language	47 %
Chase,Lawrence J.	Speech Communication	40 %
Chow,Nicholas	Mathematics, General	35 %
Cinelli,Albert E.	Philosophy	40 %
Cobos,Isela	Counselor	15 %
Colagross-Schouten,Angela M.	Veterinary Technician (Licensed)	60 %
Coleman,Jillian L.	Classics-Humanities	40 %
Conley,Nino Andre	Speech Communication	20 %
Coronado Barraza,Victor A.	Spanish	27 %
Curry,Albert C	Mathematics, General	50 %
Dale,Jeffrey J.	Philosophy	20 %
Dang,Tina G.	Counselor	13 %
Dang,Tina G.	Counselor	21 %
Dartez,Gail A.	Dramatic Arts	20 %
Davenport,Carly S.	Mass Communications	20 %
Davenport,Lon O.	Business Administration	40 %
De Mars,Eva	Physical Education	45 %
De Mars,Eva	Intercollegiate Athletics	30 %
Diehl,Kellie A.	Physical Education	30 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

**TEMPORARY, PART-TIME EMPLOYEES Fall 2019
Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Diller,Shane G.	Construction Inspection	20 %
Dimond,Alison G.	Nutrition, Foods, and Culinary Arts	40 %
Dobson,Veronica E.	Psychology, General	60 %
Domek,Anna L.	Academic Guidance	20 %
Domek,Anna L.	General Work Experience	20 %
Domek,Anna L.	Counselor	5 %
Donovan,Geri M.	Fine Arts, General	60 %
Doolittle,Jason	Restaurant and Food Services Management	50 %
Doyle,Laurel C.	Child Development/Early Care and Educatio	20 %
Drybread,Todd	Physiology (Includes Anatomy)	50 %
Edmonds,Jason L.	Anthropology	55 %
Ellis,Miriam	Coordinator	66 %
Elston,Tyler M.	Sociology	40 %
Evans,Debra L.	Information Technology, General	7 %
Falloon,Matthew T.	English	40 %
Farrelly,Leah M.	Technical Theater	28 %
Fitz Gibbon,Linda S.	Sculpture	28 %
Fitz Gibbon,Linda S.	Ceramics	28 %
Ford,Matthew C.	Computer Programming	35 %
Fortunato,Monique	Anthropology	55 %
Fowler,Elmira F.	Mathematics, General	67 %
Fuller,Serena Marie	Nutrition, Foods, and Culinary Arts	20 %
Gacilan,Gilbert S	Counselor	23 %
Gage,Ambyr	English	60 %
Gale,Mark R.	Accounting	20 %
Gamble,Balbina P.	Counselor	52 %
Garcia,Angel M.	Counselor	15 %
Geiger,Steve	Construction Crafts Technology	20 %
Gilbert,Scott W.	Dramatic Arts	20 %
Gilgun,John	Speech Communication	20 %
Gilmore,Cassandra C.	Anthropology	40 %
Godinho,Marianina S.	Accounting	64 %
Goldbar,Christine A.	English	20 %
Goldfield,Anna E.	Anthropology	65 %
Gordon,Henry P.	Librarian	22 %
Grahn,Robert A.	Biology, General	35 %
Green,Charlene K.	Academic Guidance	20 %
Green,Charlene K.	Counselor	6 %
** (A5) Green-Clark,Michelle R.	Dance	60 %
Gruber,Corey M.	English	20 %
Gryffin,Peter A.	Health Occupations, General	20 %
Guan,Bao J.	Mathematics, General	67 %
Hall,Javelin E.	English	13 %
Harris,Jonathan J.	Counselor	29 %
Hayashi,Heather N.	Librarian	28 %
Hewell Starnes,Tracy	Nurse	19 %
Hoang,Frank A.	Chemistry, General	65 %
Holden,Cherrelle L.	English	6 %
** (A5) Homan,Steve P.	Music	55 %
Johnson,John O.	E-Commerce (business emphasis)	20 %
Johnson,Robert K.	Business and Commerce, General	20 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

TEMPORARY, PART-TIME EMPLOYEES Fall 2019
Cosumnes River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Jones,Jenny L.	Counselor	26 %
Jones,Jenny L.	Counselor	37 %
Jones,Jenny L.	Counselor	1 %
Karsiere,Sarma	Art	28 %
Karsiere,Sarma	Painting & Drawing	28 %
**(A2) Kaufmann,Amy E.	Physiology (Includes Anatomy)	20 %
Keightley,Keir E	Geography	35 %
Keller,Derek L.	Music	56 %
King,Eric L.	Biology, General	20 %
King,Kimberly M.	Counselor	15 %
Knisely,Christopher M.	Human Services	40 %
Knudsen,Mark James	Chemistry, General	57 %
Kolleda,Lance John	Business and Commerce, General	20 %
Komarova,Irina N.	Mathematics, General	35 %
Kor,Samra Z.	ESL Writing	20 %
Kor,Samra Z.	ESL Speaking/Listening	20 %
Koscheski,Frances M.	Nurse	26 %
Kusler,Jennifer E.	Geography	15 %
Lane,Jim W	Film Studies	20 %
Larsen,Lawrence C.	Mathematics, General	35 %
Lemoine,Florence A.	History	20 %
Lensky,Renata	Fire Technology	20 %
Li,Xiaozhu	Mathematics, General	62 %
Limon,Kimberly T.	English	60 %
Lindsey,William N.	Counselor	7 %
List,Mark R.	Geology	35 %
Loforte,Priscilla M.	Anthropology	40 %
Logan,Jason K.	Sociology	20 %
Lyons,Kristine L.	Ceramics	57 %
Madden,William P.	Counselor	8 %
Maduchukwu,Ifeanyi E.	Accounting	20 %
Maharaj,Ranesh A	Speech Communication	20 %
Mahmood,Ghazanfar B.	Health Occupations, General	40 %
Mahmood,Ghazanfar B.	Administrative Medical Assisting	10 %
Marchak,Taras R.	English	60 %
Marslek,Michael R.	Accounting	53 %
Martinez,Maricela C.	Spanish	35 %
Mazzaferro,James J.	Music	22 %
McCollum,John M.	Automotive Technology	39 %
McCoy,Kelly I.	Restaurant and Food Services Management	13 %
McNee,Shay D.	History	40 %
Melo,Aselia V.	Counselor	61 %
Mendoza,Erica D.	Counselor	14 %
Meyers,Dennis J.	Economics	20 %
Mico,Don N.	Physical Education	15 %
Mico,Don N.	Intercollegiate Athletics	41 %
Miller,Casey R.	English	60 %
Miranda,Yolanda O.	Academic Guidance	20 %
Miranda,Yolanda O.	Counselor	22 %
Mnichowicz,Bernard J.	Real Estate	20 %
Mondragon-Lopez,Sergio	Counselor	15 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

TEMPORARY, PART-TIME EMPLOYEES Fall 2019
Cosumnes River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Moraru,Lyudmila E.	English	20 %
Moulin,Nicole K	Veterinary Technician (Licensed)	20 %
Mullerworth,Trudi Fields	English	20 %
Murakami-Smith,Lynne M.	Physical Education	15 %
Murakami-Smith,Lynne M.	Physical Fitness and Body Movement	30 %
Myers,Leah S.	Speech Communication	20 %
Navarro,Murray F.	Mathematics, General	33 %
Neach,Ryan T	Political Science	20 %
Nelsenador,Matthew B.	Mathematics, General	67 %
Nelson,David D	Restaurant and Food Services Management	57 %
Nelson,Jacquelynn D.	Counselor	62 %
Newman,Forrest L.	Physics, General	35 %
Ngo,Tran N.	Mathematics, General	33 %
Nguyen,Alfonso K.	Counselor	30 %
Nguyen,Alfonso K.	Counselor	2 %
Nguyen,Hoang D.	Economics	40 %
Nguyen,Yen Thi	Vietnamese	27 %
Nielson,Jonathan M.	History	20 %
Ogilvie,Sheila M.	Academic Guidance	40 %
Oliver Graybill,Ann E.	Biology, General	50 %
Onuoha,Gwendolyn P.	Counselor	7 %
Otiono,Erica N.	Child Development/Early Care and Educatio	40 %
Pansius,Deborah H.	English	40 %
Parker,Dawn S.	Counselor	57 %
Parker,Luke	Mathematics, General	33 %
Patra Bhowmik,Manomita	Biology, General	40 %
Patrice,Alicia	Librarian	13 %
Patrick,Jennifer P.	Software Applications	7 %
Patten Armbrust,Evelyn T.	Psychology, General	40 %
Peacock,Kristin R.	Counselor	33 %
Pedersen,Donald A.	English	40 %
Perales,Chantel R.	English	40 %
Perkins,Deirdre S.	Computer Networking	54 %
Plourde,Benjamin T.	Physiology (Includes Anatomy)	50 %
Poepelman,Timi L.	Journalism	20 %
Posey,Katherine L.	Small Business and Entrepreneurship	20 %
Prather,Troy D.	Accounting	20 %
Pries,Sean J.	Geography	20 %
Reed,Kathaleen E.	English	40 %
Reichelt Weathers,Andilene M.	ESL Writing	20 %
Reichelt Weathers,Andilene M.	ESL Speaking/Listening	20 %
Robbins,Destiny J	Counselor	2 %
Roberts,Jerist T.	Academic Guidance	20 %
Salzman,Julie	Counselor	45 %
Sarkovich,Misha T.	Economics	40 %
Schreiner,John M.	Computer Programming	20 %
Silva,Evelyn D.	Family Studies	20 %
Smith,Jeffrey D.	Automotive Technology	33 %
Sneed,Linda C.	English	60 %
Somadhi,Kakwasi	English	40 %
Somadhi,Kakwasi	Creative Writing	20 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

TEMPORARY, PART-TIME EMPLOYEES Fall 2019
Cosumnes River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Stanphill,Cindy D.	English	60 %
Steensland,Mark H.	Film Studies	20 %
Steensland,Mark H.	Film History and Criticism	20 %
Strode,James E.	ESL Writing	27 %
Strode,James E.	ESL Speaking/Listening	20 %
Strong,Michael W.	Physics, General	30 %
Strong,Michael W.	Astronomy	15 %
Sultanova,Narmina	Music	37 %
Sutter,Valyn T.	Philosophy	40 %
Sy,Joanne	Mathematics, General	62 %
Tang,Skyeler A	Counselor	15 %
Terry,John D.	Architecture and Architectural Technology	33 %
Teves,Randall K.	Mathematics, General	65 %
Thaw,Min Min	Economics	20 %
Thomas-Garth,Andree K.	Counselor	13 %
Thrapp,Sandra L.	Sign Language	27 %
Torres,Jessica	Counselor	62 %
Vautin,Gary D.	Television (including combined TV/film/v	28 %
** (A2) Vest,Jefferson D.	Management Development & Supervision	20 %
Villalpando,Janel C	ESL Speaking/Listening	20 %
Villalpando,Janel C	ESL Integrated	40 %
** (B5) Visger,Robert J.	Construction Crafts Technology	33 %
Walker,Audrey M.	Technical Theater	28 %
Watkins,Zachary M.	Music	18 %
Watters,Cody	Biology, General	50 %
Weber,Elise N.	Applied Photography	57 %
Wellington,Erica M.	Counselor	12 %
Wergeland,Kari A.	Librarian	17 %
White,Jaisha A.	General Work Experience	40 %
Whitehead,Pamela L.	Fine Arts, General	40 %
Wise,Kristine M.	Nutrition, Foods, and Culinary Arts	20 %
Yeung Whamond,Esther E.	Counselor	32 %
Young,Cicely N.	English	60 %
Zbierski,Meganne Elaine	Health Occupations, General	40 %
Zenuk,Elizabeth A.	Intercollegiate Athletics	30 %

TEMPORARY, PART-TIME EMPLOYEES Fall 2019
Folsom Lake College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Abeyta,Steven V.	English	20 %
Baker-Nauman,Lynn	Human Services	40 %
Baltimore,Paul R.	History	60 %
Bates,Andrew G.	Administration of Justice	20 %
Beatty,Heather E.	English	20 %
Beltz,Cynthia L	Children with Special Needs	20 %
Benford,William	Intercollegiate Athletics	39 %
Blodgett,Hannah M.	Student Government	22 %
Bolton,Sara Michele	Spanish	35 %
Brown,Charles W.	Engineering, General	35 %
Buch,Dipali D.	Business and Commerce, General	20 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee
 Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

TEMPORARY, PART-TIME EMPLOYEES Fall 2019
Folsom Lake College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Buch,Dipali D.	Business Management	20 %
Bulaong,Jesse Paul C.	Mathematics, General	60 %
Burke,Paul W.	Sociology	20 %
Cai,Yueqiang	Mathematics, General	33 %
Cepeda,Eric Frank P.	Psychology, General	20 %
Cherok-Fenner,Natalie J.	Medical Laboratory Technology	8 %
** (A5) Coco-Russell,Diana E.	Sculpture	28 %
Collom,Alyson D.	Other Humanities	20 %
Cone,Bryan A	Psychology, General	20 %
Cooper,Paul G.	History	40 %
Crennell,Cynthia D.	Administration of Justice	20 %
Cruz,Ronald J.	English	40 %
Dale,Michael J.	Music	30 %
Dale,Michael J.	Commercial Music	26 %
Dao,Cam V.	Accounting	20 %
Darr-Glynn,Kristina D.	Study Skills	20 %
Darr-Glynn,Kristina D.	Counselor	40 %
Davis,Michael R.	Information Technology, General	20 %
Davis,Michael R.	Computer Programming	20 %
DeMercurio,Dana M.	Speech Communication	60 %
DiGaetano,Anthony L.	Business and Commerce, General	60 %
Dillon,Jeffrey T.	Counselor	29 %
Divittorio,Amy M.	Spanish	35 %
Domek,Anna L.	General Work Experience	20 %
Droege,Brooke J.	Speech Communication	40 %
Du,Kseniya	Painting & Drawing	57 %
Edradan,Alberto O.	Mathematics, General	33 %
Emad,Navid	French	35 %
Emmert,Megan E.M.	Classics-Humanities	20 %
Faulds,Scott A.	Business and Commerce, General	20 %
Faulkner,Leisa A.	Sociology	40 %
Ferry-Perata,Elizabeth A.	Child Development/Early Care and Educatio	20 %
Ferry-Perata,Elizabeth A.	Family Studies	20 %
Fitch,Susan M.	Economics	60 %
Funderburg,Kelly L.	Study Skills	20 %
Funderburg,Kelly L.	General Work Experience	40 %
Gaffaney,Timothy J.	Political Science	20 %
Garbett,Rick T.	Business Management	20 %
Gaviola,Frank E.	Physical Education	15 %
** (A4) Germany,Talver J.	Painting & Drawing	57 %
Ghamami,Omid	Business Management	20 %
** (A1) Gillies-Doherty,Laura	Biology, General	8 %
** (A1) Gillies-Doherty,Laura	Chemistry, General	50 %
Graham,Reginald A.	Music	20 %
Gray,Victoria K.	Other Humanities	20 %
Greer,Albert A.	Astronomy	20 %
Hall,Javelin E.	English	20 %
Heiler,Felicia P.	Software Applications	23 %
Holmes,Brett C.	Mathematics, General	27 %
Holmes,Brett C.	Mathematics Skills	13 %
Hopkins,Don R.	Administration of Justice	40 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

TEMPORARY, PART-TIME EMPLOYEES Fall 2019
Folsom Lake College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Howery,Matthew D	Philosophy	20 %
Huber,Doris	English	33 %
Huddleston,Robert G.	Computer Programming	35 %
Huddleston,Robert G.	Other Engineering and Related Industrial Te	20 %
Jazbi,Parisa	Biology, General	20 %
Johnson,Glenn Allen	Computer Programming	20 %
Johnson,Lewis E.	Music	35 %
Johnston,Erin L.	Physical Education	15 %
Johnston,Erin L.	Health Education	20 %
Jones,Kevin T	Viticulture, Enology, and Wine Business	10 %
Kessler,Kaitlin C	Viticulture, Enology, and Wine Business	28 %
Kidd,Joanna L	Painting & Drawing	28 %
King,Eric L.	Microbiology	40 %
Kinney,Sasha M	Library Science, General	7 %
Knudson,Anita L.	English	33 %
Knudson,Anita L.	History	20 %
Koch,Kristen V.	Fine Arts, General	20 %
Kolleda,Lance John	Business and Commerce, General	20 %
Laird,Michelle L.L.	Psychology, General	60 %
Laurent,Robert H.	Astronomy	65 %
Lee,Michelle K.	Physiology (Includes Anatomy)	50 %
LeFebvre,Edith E.	Speech Communication	20 %
LeFebvre,Rance	Microbiology	40 %
Lewis,Barbara R.	Study Skills	20 %
Lorenzo,Gina M.	Counselor	38 %
Lowe,Aisha N.	Psychology, General	20 %
Lynch,Blair N.	Psychology, General	20 %
Lyon,Jeffrey C	Computer Programming	27 %
Mabry,Morice L.	Marketing & Distribution	20 %
Maddock,Robert A.	History	40 %
Manker,Nicole M.	Dance	20 %
Marks,Ann L.	Librarian	16 %
Mason,Shawn S.	Spanish	35 %
McClatchy,Jedd J.	Business and Commerce, General	40 %
McConnell,Joel E.	Counselor	9 %
McGhee,Kelly F.	Counselor	28 %
McHenry,Jennifer L.	Geology	20 %
McHenry,Jennifer L.	Geography	20 %
McKaig,Sandra L.	Mathematics, General	27 %
McNeal,Nicole M.	English	60 %
Melkonyan,Gegham	Mathematics, General	27 %
Melvin,Anette B.	Child Development/Early Care and Educatio	20 %
Meyer,Kristin M.	English	20 %
Miller,Rene' Y	Nutrition, Foods, and Culinary Arts	20 %
Millington,James E.	Information Technology, General	12 %
Miranda,Yolanda O.	Counselor	6 %
Mirmobiny,Shadie	Fine Arts, General	20 %
Mirmobiny,Shadie	Other Humanities	20 %
Mitchell,Sunny Staton	Dance	15 %
Mohrmann,Peter R.	Film Studies	20 %
Montague-Archer,Nancy	Astronomy	20 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * =New Employee **=Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

TEMPORARY, PART-TIME EMPLOYEES Fall 2019
Folsom Lake College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Morris, Jennifer	Child Development/Early Care and Educatio	20 %
Morris, Ljiljana	Astronomy	20 %
Nielsen, Ruth C.	Counselor	17 %
Njoku, Portia Onyenachi	Music	20 %
Oliver, Noelle E.	English	20 %
Osorio, Cecilia G.	Agriculture Technology & Sciences, Gen	28 %
Osorio, Cecilia G.	Biology, General	43 %
Page, Monica C.	ESL Speaking/Listening	27 %
Panger, Kathryn E.	Sociology	40 %
Patten Armbrust, Evelyn T.	Psychology, General	20 %
Pechenova, Mariia	Music	62 %
** (A2) Perez, Craig S.	Physical Education	30 %
Perez, Lizeth	Chemistry, General	42 %
Polad, Ahmad	Medical Laboratory Technology	18 %
Quintell, Melonie M.	Study Skills	20 %
Rahman Jackson, Lishia	Counselor	43 %
Ramil, Heather L.	Water and Wastewater Technology	55 %
Ramos, Maria I.	Nutrition, Foods, and Culinary Arts	20 %
Rink, Shelley F.	Music	7 %
Rutz, Patrick	Intercollegiate Athletics	45 %
Schenck, Lorena	Child Development/Early Care and Educatio	20 %
Sellers, Gavin M.	Dramatic Arts	45 %
Sherrell-Davis, Elizabeth A.	Business and Commerce, General	20 %
Shoaei, Kamran	Physiology (Includes Anatomy)	50 %
Silva-Henry, Rachel A.	Study Skills	60 %
Snow, Camille D.	Counselor	20 %
Spier, Gerd	Mathematics, General	53 %
Sporov, Evgeniy V.	Music	15 %
Stark, James C.	Chemistry, General	57 %
Steensland, Mark H.	Film Studies	20 %
Stieferman, Rachel Latter	Psychology, General	20 %
Sutton, Amber M.	Child Development/Early Care and Educatio	40 %
Swanson, James K.	Emergency Medical Services	64 %
Tees, Jonathan M.	Philosophy	40 %
Thompson, Janel D.	Anthropology	40 %
Thornton-Sides, Allyson M.	Speech Communication	20 %
Tolopilo, Joshua D.	Chemistry, General	65 %
Trawick, Jami A.	Librarian	21 %
Tully, David D.	Computer Programming	47 %
Tully, David D.	Computer Networking	20 %
Udall, Annette M.	Classics-Humanities	20 %
Upton Benton, Tyffani A.	Speech Communication	40 %
Van Camp, James	Dramatic Arts	15 %
Van Noord, Katherine	Human Services	20 %
Vidic, Natasha	Geographic Information Systems	22 %
Wai, Newton Y.	Mathematics, General	40 %
Wallace, Jennifer C.	Dramatic Arts	57 %
Warman, James L.	Health Occupations, General	20 %
Warnes, Mathias	Philosophy	20 %
Wathen, Myrna K.	Librarian	42 %
Watson, Bethany R.	Mathematics, General	33 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

TEMPORARY, PART-TIME EMPLOYEES Fall 2019
Folsom Lake College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Watters, Stephen W.	Anthropology	20 %
Welsh, Susan	Geography	50 %
Wenzel, Michael T.	Biology, General	35 %
Williams, Wendy P.	English	53 %
Winn, Rachel E.	Mathematics, General	33 %
Winters, Frances A.	Speech Communication	60 %
Wise, William M.	ESL Speaking/Listening	27 %
Works, Bethany C.	Speech Communication	60 %
Wright, Cheryl A.	Business Management	40 %
Youngblood, Brandon S.	Psychology, General	60 %
Zamanieh Shahri, Seyed Saeid	Physiology (Includes Anatomy)	40 %
** (A4) Zarecky, Barry V.	Intercollegiate Athletics	15 %
Zhang, Ying	Mathematics, General	27 %
Zhang, Ying	Mathematics Skills	13 %

TEMPORARY, PART-TIME EMPLOYEES Fall 2019
Sacramento City College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Anapolsky, Carol S.	Digital Media	21 %
Anapolsky, Carol S.	Computer Graphics and Digital Imagery	20 %
Asuncion, Robert J.	Physical Therapy Assistant	30 %
Bailey, Amelita H.	Mathematics, General	40 %
** (A5) Bair, Lewis E	Information Technology, General	55 %
Barela, Eva E.	Spanish	27 %
Barry, Anna Marie	Health Occupations, General	40 %
Barry, Mathew A.	Health Professions, Transfer Core Curriculum	7 %
Bassi, Surinder	Mathematics, General	33 %
Bastian, Gregory A.	Business and Commerce, General	20 %
Batarseh, Joseph M.	Arabic	33 %
Batarseh, Joseph M.	History	20 %
Batarseh, Samer M.	Marketing & Distribution	20 %
Beatrice, Gabrielle	Commercial Music	20 %
Beddow, Margaret E	Child Development/Early Care and Educatio	20 %
Bella, Cheryl B.	Sign Language	27 %
Bennett, Gary N.	Computer Information Systems	7 %
Bennett, Gary N.	Computer Networking	48 %
Beyrer, Kimberlee M.D.	Counselor	16 %
Blackburn, Lori G.	Academic Guidance	20 %
Blankenship, Elaina J.K.	Physical Therapy Assistant	13 %
Borders, Angela M.	English	47 %
Bowman, Sean P.	Accounting	53 %
Boyd, Alexandra R	Speech Communication	40 %
Braun, Regina J	Counselor	23 %
Briel, Mariah C.	Fine Arts, General	40 %
Bruce, Kathleen E	Speech Communication	40 %
Bryant, Paul R.	Information Technology, General	40 %
Buchanan-Cello, Shelly A.	Library Science, General	20 %
Buchanan-Cello, Shelly A.	Library Technician (Aide)	20 %
Burke, Larenda R.	Administration of Justice	20 %
** (A1) Caballero Talavera, Nicolas	Psychology, General	40 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

TEMPORARY, PART-TIME EMPLOYEES Fall 2019
Sacramento City College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Camp, Kevin M.	Economics	40 %
Cardenas, Theresa M.	Counselor	49 %
Carnero, Mark A.	Sociology	40 %
Carney, Diane	Biology, General	20 %
Carson, Connie S.	Physical Education	30 %
** (A1) Carter, Kathy A.	Child Development/Early Care and Educatio	20 %
Caselli, Nancy A.	Speech Communication	60 %
Castagna, Christine N.	Geography	20 %
Castillo, David C.	Drafting Technology	28 %
Castillo, Enrique M.	Spanish	27 %
Caviness, Richard L.	Mathematics, General	40 %
Chape, Elizabeth A.	Physical Therapy Assistant	10 %
** (B2) Chapek, Carl W.	Information Technology, General	13 %
Chave, Joshua J.	Counselor	14 %
Chavez, Lauren S.	Anthropology	30 %
Chenu-Campbell, Catherine L.	Librarian	20 %
Cheung, Joseph L.	Computer Networking	24 %
Cheung, Lawrence P.	Sign Language	27 %
Cho, Eun L.	Painting & Drawing	28 %
Cho, Eun L.	Ceramics	28 %
Clark, Terri A.	Librarian	44 %
Colombo, Julie A.	English	47 %
Constante, David A.	Sociology	20 %
Constantine, John H.	Economics	20 %
** (A5) Cook, Danita G.	Applied Photography	57 %
Cook, Kathy A.	ESL Writing	27 %
Cook, Kathy A.	ESL Speaking/Listening	27 %
Cooper, Kevin D.	Nutrition, Foods, and Culinary Arts	40 %
** (B5) Crail, Charr P.	Computer Graphics and Digital Imagery	21 %
Crain, Michael R.	Music	20 %
Crane, Carolyn M.	English	60 %
Crawford, Robert L.	Mathematics, General	53 %
Dailey, James G	Environmental Control Technology (HVAC)	28 %
** (A5) Dao, Thanh-Thuy N.	Computer Support	18 %
** (A5) Dao, Thanh-Thuy N.	Engineering, General	28 %
Dartez, Gail A.	Dramatic Arts	30 %
Daunt, Jonathan G.	English	20 %
Davatz, Holly C.	English	40 %
Davis, Kenneth A.	Drafting Technology	28 %
Dayton, Catherine M.	ESL Writing	27 %
Dayton, David E.	ESL Reading	37 %
DeGraff, Marra	Other Interdisciplinary Studies	7 %
** (A2) DeLappe, Lori A.	Dramatic Arts	60 %
Delgado, Julio C	Counselor	14 %
DeMille, David A.	Cosmetology and Barbering	58 %
Denman, Tiffany N.	English	60 %
Diaz-Gastelum, Gloria	Spanish	53 %
Dicus, Michelle M.	Chemistry, General	63 %
Diehl, Nicholas J.	Philosophy	20 %
Dilley, Paul J.	History	60 %
Dimond, Alison G.	Nutrition, Foods, and Culinary Arts	20 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

TEMPORARY, PART-TIME EMPLOYEES Fall 2019
Sacramento City College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Dobbs, Charles K.P.	English	60 %
Eakins, Robert G.	English	40 %
Eckley, Terri L.	Psychology, General	20 %
Edwinson, Shawn A.	Child Development/Early Care and Educatio	20 %
Edwinson, Shawn A.	Child Development Administration and Mana	20 %
Eifler, Tristan T.	Chemistry, General	13 %
Escamilla, Rafael F.	Physical Therapy Assistant	20 %
Escovedo, Ernest	Occupational Therapy Technology	15 %
Estrada, Martin P.	Environmental Control Technology (HVAC)	48 %
Etting, Stephanie F	Anthropology	55 %
Fairchild, Sheryl D.	Women's Studies	40 %
Farrelly, Joseph T.	Sociology	40 %
Fayko, Robyn E.	Anthropology	55 %
** (A5) Ferrara-Jones, Julie D.	Physical Fitness and Body Movement	30 %
Foley, Colin W	ESL Writing	27 %
Fore, Dana Y.	English	60 %
French, Catherine A.	English	40 %
Frisby, Ianna N.	Art	28 %
Frisby, Ianna N.	Ceramics	28 %
Fulgham, Roietta J.	Office Technology/Office Computer Applicati	45 %
Gaffaney, Timothy J.	Political Science	40 %
Gagliardi, Nicholas J.	Painting & Drawing	28 %
Galvis, Silvia M.	Child Development/Early Care and Educatio	7 %
Gambrell, Deborah M.	Counselor	6 %
Gambrell, Deborah M.	Counselor	15 %
Gander, Therese A.	Mathematics, General	33 %
Garboushian, Maida Y.	Counselor	6 %
Garcia, Isela	Cosmetology and Barbering	60 %
Garcia, Maria	Spanish	27 %
Garcia-Keegan, Bernard J.A.M	Speech Communication	40 %
Gates, Jennine E.	Dental Hygienist	67 %
Gee, Jenny A.	Mathematics, General	33 %
Gere, C. Jean	ESL Speaking/Listening	47 %
Gifford, Christina M.	English	20 %
Glynn, Harley A.	Commercial Music	20 %
Gmelin, Robert P.	English	40 %
Goldberg, John S.	Business and Commerce, General	20 %
Goldberg, John S.	Office Technology/Office Computer Applicati	20 %
Goldsmith, Maryll R.	Music	32 %
Grady, Kevin R.	Learning Skills, Learning Disabled	65 %
Graham, Reginald A.	Music	23 %
** (A5) Grasso, Matthew A.	Music	18 %
Graves, Sherri D.	Biology, General	55 %
Graves, Sherri D.	Natural History	10 %
Gregory MacMillan, Marcella S.	Japanese	53 %
Griffin, Madison S	ESL Speaking/Listening	27 %
Guinea, Candy M	Film Studies	20 %
Guinea, Candy M	Film Production	13 %
Gutierrez, Jennifer L.	Fine Arts, General	20 %
Gutowksy, Edward A.	English	20 %
Guzman, Julie A.	ESL Writing	27 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

TEMPORARY, PART-TIME EMPLOYEES Fall 2019
Sacramento City College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Hanaumi,Don L.	Sign Language	27 %
Haroyan,Satenik	Mathematics, General	15 %
Henry,Stephanie A.	Cosmetology and Barbering	58 %
Hill,Deirdre R.	Counselor	24 %
Hughes,Jonathan G.G.	Microbiology	20 %
Hung,Gary W.	Counselor	14 %
Jackson,Lorraine C.	Cosmetology and Barbering	60 %
Jacobsen,Ann	English	40 %
Jahanshahloo,Hoda	Mathematics, General	40 %
Jeppeson,Marsha S.	Speech Communication	20 %
Johansen,Trine B.	Anthropology	55 %
John,Jess R	Environmental Control Technology (HVAC)	20 %
Johnson,Matthew B	English	40 %
Johnson,Samuel D.	Speech Communication	40 %
Johnson-Arthur,Camille	Health Occupations, General	20 %
Johnson-Arthur,Camille	Sociology	20 %
Jones,Amy Rebecca	Psychology, General	20 %
Jones,Amy Rebecca	Interpersonal Skills	7 %
Jones,Amy Rebecca	Job Seeking/Changing Skills	7 %
Jones,Amy Rebecca	Counselor	7 %
Jones,Eric M.	Geography	20 %
Jones,Erica Leigh	Environmental Studies	20 %
Jones,Erica Leigh	Geography	35 %
Jones,Evan A.	English	40 %
Jones,Yuriko	Physics, General	60 %
Jordan,Andre O.	Business Administration	20 %
Joy,Anna L.	English	27 %
Kalar,Barry D.	Administration of Justice	60 %
Kaneko-Hutton,Patricia K.	Occupational Therapy Technology	10 %
Kang,Rachel E.	Music	47 %
Kawamoto,Walter T.	Ethnic and Cultural Studies	20 %
Kehew,Julia K.	History	60 %
Kehl,Anthony J.	Physical Education	15 %
Kehl,Anthony J.	Physical Fitness and Body Movement	40 %
Kellogg,Cynthia	English	40 %
Khoshsefat,Joshua R.	Nursing	13 %
** (A5) Kiehn,Kenneth	English	40 %
Kiel,Jeannette L.W.	Psychology, General	20 %
Kiel,Jeannette L.W.	Women's Studies	20 %
Kjos,Troy A.	Physiology (Includes Anatomy)	40 %
Klapheck,David T	Mathematics, General	40 %
Knowles,Deborah J. F.	General Work Experience	20 %
Koch,Kristen V.	Fine Arts, General	20 %
Kolesnikov,Veronika	Family Studies	60 %
Korn,Madeline A.	Fashion	20 %
Korp,Diana R.	Dental Occupations	7 %
Korp,Diana R.	Dental Hygienist	56 %
Korp,Norbert Gunter	Dental Occupations	7 %
Korp,Norbert Gunter	Dental Hygienist	44 %
** (A5) Krumm,Helen T.	English	20 %
Kumagai,Mizue	Japanese	27 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

TEMPORARY, PART-TIME EMPLOYEES Fall 2019
Sacramento City College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Kuwamoto,Jill	Fashion	28 %
Kuwamoto,Jill	Fashion Production	28 %
La Puma,Wendy D	Psychology, General	60 %
Labensohn,Daniel J.	Counselor	21 %
Laczko,Kaitlyn R	Speech Communication	20 %
Lagunas-Carvacho,Magaly A.	Spanish	53 %
Langston,James A	Chemistry, General	13 %
Lazzarone,Gordon C.	Applied Photography	50 %
Lee,Emily S	Dental Occupations	7 %
Lee,Emily S	Dental Hygienist	18 %
Lee,Jeffrey R.	English	60 %
Lee,Pao	Counselor	23 %
Lee,Pao	Counselor	17 %
Lee,Pao	Counselor	20 %
Leek,Laura C.	ESL Reading	27 %
Leininger,Tim J.	Geography	20 %
Lemoine,Florence A.	History	40 %
Lensky,Renata	General Work Experience	40 %
Lewis,Robert C	Real Estate	60 %
Leyva,John James	ESL Writing	27 %
Li,Xiaoli	Library Technician (Aide)	20 %
Lisuk,Mieke N	History	40 %
Liu,Steve S.	Chinese	27 %
Livas,Melinda M.	Librarian	18 %
Logan,Jason K.	Sociology	40 %
Lore,Elisabeth Marie	English	20 %
Lothrop,Joshua L	Nursing	63 %
Louie,Brandon P	Sociology	20 %
Lowrie,Angela C.	Applied Photography	57 %
Lyles,Maria	ESL Speaking/Listening	27 %
Lynch,Blair N.	Psychology, General	20 %
Maffly,Nancy E.	ESL Reading	27 %
Magneson,Moira K.	English	40 %
Mahmood,Iqbal	English	40 %
Maningo,Rita A.	Counselor	10 %
Manna,Wendy	Occupational Therapy Technology	4 %
Mao,Alvin W.	Chemistry, General	57 %
Marshall,Jessica A.	Anthropology	20 %
Martinez,Jesus R.	History	40 %
Mathur,Reena	Mathematics, General	13 %
Mayol,Glenn	Physical Education	15 %
Mayol,Glenn	Intercollegiate Athletics	39 %
McCann Lawson,Kim	Dramatic Arts	30 %
McClain,Jimmie Jo	Dental Hygienist	24 %
McClellan-Morehouse,Martha Harriet	Counselor	17 %
McCoin,Thomas J.	Physical Therapy Assistant	28 %
McDaniel,Arrickia R.	Academic Guidance	40 %
McDaniel,Arrickia R.	Counselor	10 %
McDaniel,Arrickia R.	Counselor	7 %
McGhee,Kelly F.	Counselor	12 %
McLearan,Susan H.	Dental Hygienist	22 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

TEMPORARY, PART-TIME EMPLOYEES Fall 2019
Sacramento City College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Mead,William A.	Website Design and Development	7 %
Mehadi,Ahmed	Chemistry, General	40 %
Melton,Jason Lamar	English	40 %
Meyer, Virginia C.	Environmental Science	22 %
Meza,Ryan Angel	Applied Photography	50 %
** (A1) Michell,Douglas B.	ESL Writing	27 %
** (A1) Michell,Douglas B.	ESL Reading	27 %
Minawi,Rima	Business and Commerce, General	20 %
Minawi,Rima	E-Commerce (business emphasis)	20 %
Minawi,Rima	Office Technology/Office Computer Applicati	20 %
Minnick,Michael	Child Development/Early Care and Educatio	40 %
Mo,Melody H.	Chinese	27 %
Mobery,Jerry C.	History	40 %
Mohrmann,Peter R.	Dramatic Arts	28 %
Moore,Thomas G.	Information Technology, General	66 %
Moylan-Aube,Joanne E.	Psychology, General	40 %
Moylan-Aube,Joanne E.	Counselor	14 %
Mukherjee,Sharmila	Chemistry, General	50 %
Murphy,Charlynnne M.	Child Development/Early Care and Educatio	40 %
Murphy,Timothy B	Speech Communication	20 %
Naify,James F.	Philosophy	40 %
Nasiri,Melekeh	Chemistry, General	57 %
Neal,Daniel P.	Natural History	15 %
Neil,Richard R.	Geography	55 %
Neilson,Wendy N.	Occupational Therapy Technology	3 %
Nguyen,Phuong	Multimedia	21 %
Nguyen,Thanh H.	Accounting	20 %
Nicholson,Joy Christine	Dramatic Arts	40 %
Nicosia-Nadler,Jessica A	Applied Photography	57 %
Niyati,Fatemeh	Chemistry, General	57 %
Norman,Ben Eric	Mathematics, General	40 %
Norman,Janith A	Business and Commerce, General	20 %
O'Brien,Sandra C.	English	40 %
Okada,Mikiya	Electronic Game Design	42 %
Okada,Mikiya	Animation	21 %
O'Maicin,Lisa D.	Speech Communication	20 %
O'Neal-Watts,Jennifer Lee	Librarian	12 %
Orr,Timothy A.	History	60 %
Palmi,Jason R	Administration of Justice	40 %
Pansius,Deborah H.	English	20 %
Passal,Steven R.	English	60 %
Passerini,Kristina L	Microbiology	20 %
Patrice,Alicia	Librarian	24 %
Payne,Autumn	Applied Photography	57 %
Pea,Sarah O.	Dental Hygienist	63 %
Perez,Lizeth	Other Interdisciplinary Studies	13 %
Perkins,Brett T.	English	40 %
Perkins,Justin	Speech Communication	60 %
Perreault,Diane M.	Software Applications	18 %
Peterson,Jason G.	Journalism	20 %
Peterson,Krysta R.	ESL Writing	27 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

TEMPORARY, PART-TIME EMPLOYEES Fall 2019
Sacramento City College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Peterson,Krysta R.	ESL Reading	10 %
Pettler,Janelle S.	Website Design and Development	8 %
Pettler,Janelle S.	Software Applications	35 %
Pettler,Janelle S.	Computer Programming	18 %
Phillips,Valerie J.	Dental Hygienist	40 %
** (B5) Ponce,Armando N.	Cosmetology and Barbering	58 %
Poorjahanshah,Homer	Chemistry, General	60 %
Pope,Michael B.	Information Technology, General	20 %
Previsic,Vanessa H.	Child Development/Early Care and Educatio	20 %
Prilepina,Tamara F.	Mathematics, General	67 %
** (A5) Pryor,Peter L.	Physical Education	15 %
** (A5) Pryor,Peter L.	Physical Fitness and Body Movement	5 %
** (A5) Pryor,Peter L.	Intercollegiate Athletics	45 %
Pytel,Darren L.	Administration of Justice	40 %
Quiggle,Dexter H.	Dental Hygienist	26 %
Reach,Lorna J.	Counselor	48 %
Redmond,Rebecca J.	Dramatic Arts	40 %
Reiche,Jeremy J.	Fashion Production	28 %
Rendon Hall,Velma	Cosmetology and Barbering	66 %
Richman,Sylvia J.	Chemistry, General	15 %
Rickgauer,Donald R.	Psychology, General	60 %
Ridley,Christina Y.	Physical Therapy Assistant	15 %
** (B5) Rodriguez,Julie M.	Dental Assistant	30 %
Royal,Joy R.	Software Applications	10 %
Rozek,Paul A.	History	40 %
Saffold,Stephen P.	Dental Hygienist	14 %
Scherer,Robert E.	Mathematics, General	13 %
Shatwell,Jamie E.	Sign Language	53 %
Shima,Todd M.	Ethnic and Cultural Studies	20 %
** (A1) Smith,Jennifer L.	Mathematics, General	52 %
Smith,Kendra O'Neal	English	20 %
Spears,Estelita L.	General Work Experience	20 %
Spencer,Sylvia	Psychology, General	40 %
** (A5) Spruce-Veatch,L Renee	English	40 %
Srivatsa,Sankar	Computer Programming	35 %
Stead,Joni M.	Speech Communication	20 %
Stefani,Nancy M.	ESL Writing	27 %
Stefani,Nancy M.	ESL Reading	27 %
Sterba,Elizabeth M.	Sociology	20 %
Stern,Bradley A.	Psychology, General	60 %
Stimers,Dennis G.	English	40 %
Storms,Natascha	Anthropology	35 %
Storms,Natascha	Archaeology	20 %
Studyvin,Stephen D.	Animation	42 %
Suy,Shaun	Academic Guidance	20 %
Suy,Shaun	Counselor	3 %
Suy,Shaun	Counselor	16 %
Suy,Shaun	Counselor	2 %
** (A5) Swafford,Derek L.	Academic Guidance	40 %
** (B5) Talle,Tricia	Coordinator-Instruct LAB	50 %
Testeza,Tess	Russian	53 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

TEMPORARY, PART-TIME EMPLOYEES Fall 2019
Sacramento City College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Tharalson,Julie A.	Culinary Arts	35 %
Thomas,Michael A.	Intercollegiate Athletics	49 %
Thompson,Kimberly J.	Art	28 %
Thorpe,Wade S.	Administration of Justice	20 %
Tinti,Sharee	ESL Writing	27 %
Tittle,Matt G	English	40 %
Torres,Laura	English	67 %
Toy-Moy,Victoria T	ESL Writing	27 %
Treadway,Victoria A.	Child Development/Early Care and Educatio	20 %
Treon,Caron L.	English	40 %
Trimble,Jeremy M.	English	20 %
Trunnelle,Kelly J.	Chemistry, General	57 %
Tubra,Timothy D.	Physical Therapy Assistant	30 %
Upton Benton,Tyffani A.	Speech Communication	20 %
Uram,Peter	Mathematics, General	67 %
Uram,Tatyana A.	Mathematics, General	53 %
Van Dusen,Jody	English	20 %
Van Warmerdam,Wim L. G.	Mathematics, General	30 %
Van Zanten,Jill	English	40 %
VanAcker,Gregory	Software Applications	35 %
Veras,Clarisa C.	Spanish	27 %
Vermeire,Adam A.	Art	28 %
Villarreal,Mayra A.	Sociology	20 %
Villeg,John Lee	Commercial Music	40 %
Wagner,Erica L.	Physiology (Includes Anatomy)	60 %
Wagner,Michelle D.	Coordinator-Instruct LAB	9 %
Walker,Melissa C.	Dental Assistant	53 %
Walker,Sarah E.	Health Occupations, General	13 %
Walker,Sarah E.	Community Health Care Worker	23 %
Wallace,Jason	English	20 %
Waltonen,Karma J.	English	40 %
Waltz,Thomas W.	Administration of Justice	20 %
Ward-Richardson,Joycelyn M.	Child Development/Early Care and Educatio	20 %
Weast,Jonathan L	Computer Graphics and Digital Imagery	21 %
Weatherspoon,Lorraine	Child Development/Early Care and Educatio	20 %
Wenneker,Jacquelyn C.	English	20 %
Wergeland,Kari A.	Librarian	45 %
Westover,Marie L.	Physiology (Includes Anatomy)	50 %
Wheeldon,Sandra M.	Dental Assistant	53 %
Whetstone,Sandy F.	ESL Integrated	10 %
White,Daniel E.	Business and Commerce, General	20 %
White,Daniel E.	Business Management	40 %
Williams,Angelo A.	Sociology	60 %
Williams,Gayle Kristine	Accounting	40 %
Williams,Jasmine S.	Speech Communication	60 %
Williams,Naomi J.	Creative Writing	20 %
Wiseman,Maury I.	History	40 %
Wong,Malcolm E.	Mathematics, General	40 %
** (A1) Wrenn,Robert Alan	Music	60 %
** (A1) Wright,Tatyana N.	Counselor	1 %
** (A1) Wright,Tatyana N.	Counselor	39 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

TEMPORARY, PART-TIME EMPLOYEES Fall 2019
Sacramento City College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Wyckoff,Bryan William Tyler	Speech Communication	20 %
Yanez,Israel	Librarian	30 %
Yapundich,Diane M.	Political Science	60 %
Zanartu,Luis A.	Sociology	40 %
Zapanta,Kamie V.	Counselor	13 %
Zeimet,Lois M.	Psychology, General	40 %
Zellmer,Matthew A.	English	40 %
Zheng,Tan Yi	Japanese	53 %
Zimmerman,Lance C.	Physiology (Includes Anatomy)	50 %

REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2019
American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Arambel,Leah A.	Reading	10 %
Aranda,Amanda L.	Counselor	10 %
Aucoin-Ratcliff,Debra J.	Registered Nursing	10 %
Badilla,Araceli	Job Seeking/Changing Skills	7 %
Beccarelli,Lori M. L.	Fitness Trainer	13 %
Beckhorn,Nisha B.	Coordinator	15 %
Bennett,Heidi Jillen-Fuller	Business and Commerce, General	20 %
Bimbi,Pamela J.	Coordinator	20 %
Borcz,Robyn M.	English	13 %
Bovard,Victoria A.	Psychology, General	40 %
Burleson,B. Kathryn	Technical Theater	20 %
Burleson,B. Kathryn	Dramatic Arts	24 %
Chao,Pamela H.	Sociology	40 %
Chen,Chiuping	Economics	20 %
Chou,Susan S.	Nutrition, Foods, and Culinary Arts	40 %
Collihan,Kathleen	International Studies	10 %
Condos,Marc A.	Business and Commerce, General	20 %
Condos,Marc A.	Business Management	20 %
Condos,Rachna K.	Business and Commerce, General	40 %
Cooper,Michaela B.	English	20 %
Crowder,Michael H.	English	33 %
Czaja,Diane E.	Respiratory Care/Therapy	8 %
Diaz,Melissa	English	20 %
Dieli,Alice	Coordinator	20 %
Downs,Pamela R.	Dramatic Arts	7 %
**(A2) Dumais,Laurence W.	Software Applications	10 %
**(A2) Dumais,Laurence W.	Computer Networking	24 %
Eifertsen,Dyne C.	Music	15 %
Engler,Denise M.	English	13 %
Engler,Denise M.	Reading	13 %
Fertel,Kristine D.	ESL Integrated	40 %
Fong,Angela J.	Counselor	16 %
Fong,Angela J.	Counselor	2 %
Fortman,Anita J.	Counselor	9 %
Fox,David E.	Computer Programming	30 %
Fratello,Natasha M.	Psychology, General	40 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2019
American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
French,Benjamin R.	Automotive Technology	33 %
Gelfman,Linda R.	Ceramics	15 %
George,Gary Thomas	Electronics & Electric Technology	30 %
Giusti,Anthony R.	Nutrition, Foods, and Culinary Arts	20 %
** (A1) Gomez,Martin	Coordinator	15 %
Gonsalves,Jana L.	Nutrition, Foods, and Culinary Arts	60 %
Gonzalez,Robert J.	Business Administration	40 %
Goold,Grant B.	Paramedic	49 %
Gorre,Charissa E.	Administration of Justice	40 %
Gourdine,Traci L.	English	20 %
Harris,Marianne	Library Science, General	7 %
Hess,John F.	English	27 %
Holden,Dennis J.	Philosophy	40 %
Hughes,Ralph E.	Music	20 %
Ilaga,Lisa Hunsaker	Respiratory Care/Therapy	40 %
Jenkins,Arthur	Counselor	2 %
Johnston,Diana L.	Coordinator	2 %
Jones,Vincent W.	Mathematics, General	40 %
Jurach,Jeffrey P.	Real Estate	20 %
Kiefer,Christian J.	English	40 %
Kinuthia,Kamau F.	Economics	40 %
Knirk,Brian D.	Culinary Arts	20 %
Knirk,Brian D.	Restaurant and Food Services Management	13 %
Kraft,Mary Ellen	Non Instructional Assignment	20 %
L'Estrange,Michael A.	Computer Networking	13 %
Levy,Melissa Haga	Earth Science	15 %
Limmaneeprasert,Oranit	ESL Integrated	27 %
Lopez,David	Philosophy	20 %
Lopez,Veronica	Nutrition, Foods, and Culinary Arts	20 %
** (A5) Lysinger,Diana	German	27 %
** (A5) Lysinger,Diana	Russian	27 %
Mattson,Sarah S.	Art	13 %
** (B5) McCormack,John J.	Automotive Technology	24 %
** (B5) McCormack,John J.	Coordinator	20 %
McCusker,David N.	Librarian	3 %
McKnight,Dana I.	Coordinator	12 %
Meador,Dianne L.	Chemistry, General	30 %
Meadows,Dale C.	Chemistry, General	40 %
Messer,Carter-Ryan	Mathematics, General	33 %
Mitchell,Emilie B.	Psychology, General	40 %
Mokhtarzada,Shahla	International Studies	10 %
Moore,Christopher E.	Automotive Technology	20 %
Moore,Justin A.	Physiology (Includes Anatomy)	20 %
Moore,Justin A.	Biological and Physical Sciences (and Mathe	15 %
Moore,Reyna C.	Academic Guidance	20 %
Morgan,Roxanne	English	40 %
Morris,Ronald Ray	Advertising	20 %
Morris,Ronald Ray	Real Estate	20 %
Morrison,Brian J.	Sign Language	27 %
Murakami,Dean M.	Psychology, General	15 %
Niedzinski,Edmund J.	Chemistry, General	11 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2019
American River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Nowicki, Lazette V.	Registered Nursing	10 %
** (B4) O'Brien, Roxanne	Culinary Arts	30 %
Palomares, Carmelita	Guidance	7 %
Parker, Laura L.	Painting & Drawing	13 %
Parks, Judith	Restaurant and Food Services Management	40 %
Parrinella, Lisa M.	Nursing	17 %
Payne, Michael D.	Chemistry, General	46 %
Pico, Glenn A.	Mathematics, General	33 %
Pries, Shannon S.	Reading	3 %
Quintero, Robert A.	Academic Guidance	20 %
** (B5) Reeves, Leslie	Coordinator	20 %
Reynolds, Laurinda	Gerontology	3 %
Riley, Lonetta L.	Administration of Justice	20 %
Roberts-Law, Lisa E.	Counselor	3 %
Rodgers, Monique R.	Registered Nursing	48 %
Rust, Joseph D.	Academic Guidance	40 %
Rutaganira, Thomas	Mathematics, General	20 %
Sabzevary, Iraj	Database Design and Administration	11 %
Sanchez, Brett Aaron	Mathematics, General	27 %
Sanchez, Brett Aaron	Mathematics Skills	13 %
Schuster, Randall O.	Drafting Technology	52 %
** (A2) Shimizu, Yujiro	Psychology, General	40 %
Shubb, Alisa M.	Speech Communication	40 %
Silva, Douglas J.	Culinary Arts	30 %
** (B2) Sjolund, Joe P.	Physical Education	15 %
** (B2) Sjolund, Joe P.	Counselor	11 %
Spurgeon, Michael L.	Creative Writing	5 %
Squire, Martha A.	Library Science, General	7 %
Squire, Martha A.	Librarian	8 %
** (A2) Stewart, Daniel N.	Chemistry, General	15 %
Stewart, Mark A.	Psychology, General	20 %
Stoehr, Matthew L.	Multimedia	28 %
Sukkary-Stolba, Soheir E.	Anthropology	20 %
Thomsen, Charles E.	Geology	16 %
Thomsen, Charles E.	Geography	20 %
** (B5) Urkofsky, Teresa E.	Culinary Arts	40 %
Valcu, Sanda I.	ESL Integrated	27 %
VanRegenmorter, Merlyn J.	Music	33 %
Vinsant, Denise T	Academic Guidance	20 %
Weissbart, Brian	Chemistry, General	35 %
Williams, Samuel W.	Dramatic Arts	22 %
Williamson, Kate C.	Library Science, General	7 %
Williamson, Kate C.	Librarian	3 %
Wolfe, David E.	Biology, General	35 %
Wood, Patricia E.	Painting & Drawing	13 %
Yatsenko, Tatyana	Counselor	3 %
Zarzana, Linda	Chemistry, General	30 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2019

Cosumnes River College

Aldredge, Teresa W.	Counselor	2 %
Andrews, David C.	Horticulture	13 %
Avalos, Amy M.	Guidance	7 %
Awad, Veneece	Pharmacy Technology	27 %
** (A1) Baca, Jorge	Mathematics, General	20 %
Beloglovsky, Miriam	Child Development/Early Care and Educatio	20 %
Breitenbach, Ronald W.	Mathematics, General	20 %
Burns, Cori B.	Health Occupations, General	40 %
Butler, Patrick A.	Real Estate	37 %
Carlson, William D.	Automotive Technology	40 %
Chapman, Gregory Dennis	Computer Programming	20 %
Chappell, Mike L.	Counselor	2 %
Connally, Ryan	Civil & Construction Mgmt Technology	27 %
Davtian, Anna	Counselor	2 %
** (A2) Dimond, Iris J.	Child Development/Early Care and Educatio	20 %
Doan, Anna N.	Counselor	2 %
DuBray, Daniel T.	Speech Communication	20 %
Duffy, Marjorie B.	Software Applications	40 %
Edman, Jeanne L.	Psychology, General	20 %
Emetarom, Chitoh M.	Chemistry, General	20 %
Erickson, Kurt P.	Music	13 %
Fagin, Edwin D.	Economics	40 %
Felkner, Patty A.	Photography	10 %
Felkner, Patty A.	Applied Photography	30 %
Fishman, Wendell	Website Design and Development	20 %
Flynn, Martin D.	Technical Theater	15 %
** (A5) Fortin, Cheri L.	Dramatic Arts	20 %
Frazee, James C.	Psychology, General	40 %
Frigm, Michael P.	Restaurant and Food Services Management	13 %
Garcia-Gomez, Yolanda	Coordinator	8 %
Geissler, Markus	Information Technology, General	20 %
Giedd, Shihni	English	15 %
Gill, Blanca T.	Spanish	35 %
Granquist, Eric A.	Business Administration	40 %
Kagan, Alexander	Counselor	2 %
Kang, Mun K.	Digital Media	20 %
Kimbler, Jeffrey G.	Painting & Drawing	13 %
LaDue, Cheri L.	Health Education	20 %
Leung, Amy M.	Economics	40 %
Lewis Jr., Howard	Animal Science	20 %
Lugo, Donnisha C.	Sociology	40 %
Mapeso, Ray	Academic Guidance	40 %
Marshall-Mills, Denise L.	Academic Guidance	20 %
Mathis, Jaqueline S.	Academic Guidance	40 %
Mathis, Jaqueline S.	Counselor	9 %
Mayo, Kathryn J.	Photography	10 %
Mayo, Kathryn J.	Applied Photography	15 %
McDowell, Stephen C.	Chemistry, General	30 %
McHugh, Matthew E.	Emergency Medical Services	45 %
Mederos, Lisa-Marie	Business and Commerce, General	20 %
Mederos, Lisa-Marie	Sales and Salesmanship	20 %
Miller, Nathan D.	Speech Communication	20 %
Mojica, Edward	Architecture and Architectural Technology	30 %
Mojica, Edward	Other Architecture & Environ Design	15 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2019
Cosumnes River College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Morgan-Nance,Kathryn L.	Accounting	27 %
Mulhern,Jeannette L.	Child Development/Early Care and Educatio	20 %
Neff,Eric S.	Biology, General	20 %
Neves,Megan G.	Counselor	2 %
Noel,Brian E	Automotive Technology	15 %
Osman,Mohammed	Information Technology, General	27 %
Pandey,Rajeev R.	Chemistry, General	15 %
Parilo,Margaret S.	Accounting	27 %
Parks,Lance M.	Computer Networking	17 %
Pereira,Michael J.	Automotive Technology	45 %
Reese,Shawn L.	Chemistry, General	60 %
Rodrigues,Matthew J.	Mathematics, General	20 %
Rogers,Kevin M.	Automotive Technology	13 %
Soriano,Paolo J.	Counselor	3 %
Soriano,Paolo J.	Counselor	2 %
Tavares,Tyrone Michael	Counselor	2 %
Thomas-Fisk,Cory E.	Civil & Construction Mgmt Technology	20 %
Torres,Christopher P.	Academic Guidance	20 %
** (A2) Trent,Anna K.	Fine Arts, General	20 %
Wagner,Lauren M.	Television (including combined TV/film/v	13 %
West,Jimmy D.	Applied Photography	28 %
Williams,Omari T.	Music	15 %
** (A2) Williams-Brito,Kimberly	Mathematics, General	27 %
Yarbrough,Michael	Mathematics, General	33 %
Zisk,Paul	Sociology	40 %

REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2019
Folsom Lake College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Anayah,Bernadette M.	ESL Integrated	23 %
Bjerke,Ann Lynn	ESL Integrated	8 %
Boylan,Catherine A.	Speech Communication	20 %
Brown,Krisi L.	English	40 %
Clark,Christopher S.	Guidance	13 %
Clark,Christopher S.	Counselor	14 %
Danner,Lisa A.	English	27 %
DeVille,Rebecca A.	Classics-Humanities	40 %
Eckman,Spencer A.	ESL Writing	27 %
Eitel,Joseph E.	Mathematics, General	60 %
Eiteneer-Harmon,Daria N.	Physics, General	53 %
** (B2) Ellerman,Curtis H.	Business Administration	20 %
Fletcher,Francis	English	20 %
Fowler,Caleb L.	Computer Programming	35 %
Giordano,Rose M.	Nutrition, Foods, and Culinary Arts	40 %
Green,Dominik J.	Chemistry, General	20 %
Greene,Calvin D.	Mathematics, General	27 %
Gregory,Richard C.	Health Education	40 %
Griffin,Nicole P.	English	60 %
Haug,Paula R.	Speech Communication	60 %
Jensen,Wayne C.	Mathematics, General	33 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2019
Folsom Lake College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Jensen, Wayne C.	Mathematics Skills	13 %
Keller, Mary F.	Biology, General	8 %
Kraemer, Jennifer L.	Child Development/Early Care and Educatio	40 %
Lagala, David L.	Physiology (Includes Anatomy)	50 %
Lennert, Michelle G.	Sign Language	27 %
Longhitano, Amber L.	Counselor	20 %
Lopez, Carlos J.	Spanish	55 %
Mollet, Alison V.	Health Education	20 %
Morrison, Jill	Counselor	7 %
Nersesyan, Vadim	Biology, General	8 %
Nersesyan, Vadim	Mathematics, General	27 %
Nersesyan, Vadim	Mathematics Skills	13 %
Nguyen, Bi V.	Mathematics, General	27 %
Oberth, Christine H.	Chemistry, General	30 %
Olsen, Marc C.	Mathematics, General	7 %
** (A2) Royer, Tina L.	English	53 %
Swithenbank, Elizabeth A.Z.	Information Technology, General	12 %
Tavares, Tyrone Michael	Counselor	18 %
** (A1) Telles, James W.	Librarian	20 %
Tikhonova, Inna V.	Counselor	18 %
Torrez, Matthew	Fitness Trainer	20 %
Torrez, Matthew	Exercise Sciences/Physiology and Movemen	20 %
Tyler, Erica A.	Anthropology	20 %
** (A2) Wada, Eric B.	Biology, General	35 %
** (A2) Wada, Eric B.	Botany, General	20 %
Wallace, Ian B.	Dramatic Arts	15 %
Watanabe, Matthew R.	Business and Commerce, General	20 %
Watanabe, Matthew R.	Business Management	20 %
West, Jimmy D.	Photography	28 %
Williamson, Andrew D.	English	13 %
Worth, Debra N.	Dance	22 %

REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2019
Sacramento City College

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
** (A5) Avendano, Marisa	Physical Fitness and Body Movement	5 %
Barbaria, Miriam G.	Spanish	27 %
Barfield, Annette C.	Academic Guidance	20 %
Block, Angela M.	Sociology	40 %
Boguski, Mark E.	Sculpture	13 %
Bomberry, Deskaheh D.	Physical Education	30 %
Bomberry, Deskaheh D.	Physical Fitness and Body Movement	5 %
** (B5) Bonawitz, Marcia C.	Cosmetology and Barbering	43 %
Boyd, Halsey	Mathematics, General	33 %
** (A5) Bui, Dinh N.	Academic Guidance	40 %
Buonauro, John C.	Environmental Control Technology (HVAC)	13 %
** (A5) Button, Donald W.	Website Design and Development	21 %
Carmazzi, Paul L.	Management Development & Supervision	20 %
Carmazzi, Paul L.	Physical Education	15 %
Carmazzi, Paul L.	Physical Fitness and Body Movement	5 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee
 Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4 = Experience / Education | A2 = Education | A5;B5 = Experience

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2019
Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Carmazzi,Paul L.	Health Education	20 %
Chevraux-FitzHugh,Adrian L.	Sociology	20 %
Clark,Kevin E.	Sign Language	27 %
Copely,Douglas M.	Physics, General	22 %
** (A2) Coppola, Jessica D.	Nutrition, Foods, and Culinary Arts	40 %
Costello,Linda D.	Accounting	20 %
Crandley,Patrick A.	Animation	21 %
Crumpton,Debra J.	Business and Commerce, General	40 %
Cypret,Phillip B.	Aeronautical & Aviation Technology	50 %
Dao,Binh C.	Chemistry, General	20 %
Davis,Craig	Geographic Information Systems	22 %
De Mey,Suzanne L.	Accounting	53 %
Dennis,Mark Anthony	Psychology, General	20 %
Dixon,Michael A.	Computer Programming	35 %
Doonan,William F.	Anthropology	40 %
** (B5) Estabrook,Paul H.	Applied Photography	42 %
Frank,Paul E.	Political Science	40 %
Freas,Adam C.	Academic Guidance	20 %
Gales,Marques J.	Study Skills	20 %
Giovannetti,Lynne R.	Fashion Production	13 %
Goehring,Kevin S.	Aeronautical & Aviation Technology	25 %
Gonzalez,Mauricio	Academic Guidance	40 %
Goodchild,Rebecca D.	Librarian	20 %
Gould,Kelly L.	Administration of Justice	40 %
Greenwell,Andrea L.	Physiology (Includes Anatomy)	20 %
** (A5) Griffin,David A.	Physical Education	15 %
** (A5) Griffin,David A.	Physical Fitness and Body Movement	5 %
Guzman,Sandra G.	Academic Guidance	20 %
Guzman,Sandra G.	Counselor	11 %
Guzman,Sandra G.	Counselor	11 %
** (B5) Handy,Mae F.	Cosmetology and Barbering	39 %
Harris-Jenkinson,Patricia M.	Speech Communication	40 %
James,Stephen C.	Environmental Science	15 %
Johnson,Illana	Anthropology	40 %
Jones,Andrew B.	Physical Fitness and Body Movement	20 %
Kaina,Abdelaziz	Computer Networking	52 %
Karlsen,Jeffrey A.	Librarian	18 %
** (A1) Kirkpatrick,Nadine J.	Nutrition, Foods, and Culinary Arts	40 %
Krofchok,Bryan	Computer Programming	20 %
Lambert,Angelena	Mathematics, General	40 %
Larson,Carillon J.	Mathematics, General	13 %
Leonard,Duane E.	ESL Reading	27 %
Lepe,Leonela G.	Academic Guidance	13 %
Little,Myra M.	Information Technology, General	20 %
Little,Myra M.	Computer Programming	28 %
Logan,Shane P.	Sociology	40 %
Loomis,Debora A.	ESL Reading	10 %
Loomis,Debora A.	ESL Integrated	10 %
Lopez,Antonio J.	Librarian	20 %
Lorenz,Norman H.	Family Studies	20 %
Lucas,Andrea K.	Spanish	27 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2019
Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Maloney,Lori Ann	Mathematics, General	20 %
Manriquez,Paul M.	Mathematics, General	60 %
Martinez,Jesus E.	Mathematics, General	33 %
** (B5) Masterson,Patricia J.	Sign Language	27 %
Mendez-Nunez,Luis R.	Mathematics, General	40 %
Miller,Nicholas B.	Sociology	27 %
Mom,Brian W.	Small Business and Entrepreneurship	20 %
Mom,Brian W.	Advertising	20 %
Mukarram,Abida	Computer Networking	22 %
Newman Ritchards,Toni J.	Coordinator	24 %
Ngassam,Valery N.	Other Interdisciplinary Studies	44 %
Nguyen,Anh H.	Academic Guidance	20 %
** (A1) Oh,Jang-Ha	Physical Education	15 %
Paez,Alexander	Speech Communication	20 %
Parks,Karen D.	Software Applications	45 %
Paulson,Daniel I.	Music	12 %
Pease,Dyan S.	Business and Commerce, General	20 %
Perry,Laurie M.	Child Development/Early Care and Educatio	53 %
Phillips,Joseph H.	Mathematics, General	60 %
Piedra,Erica A.	French	27 %
** (A2) Poe,Kathleen A.	Music	60 %
Polagruto,John A.	Nutrition, Foods, and Culinary Arts	30 %
Prado,JoAnna R.	ESL Integrated	10 %
Prudhel,Bradley K.	Environmental Control Technology (HVAC)	15 %
Richardson,Michael B.	Physics, General	22 %
Rohret,Valerie A.	Fine Arts, General	20 %
Rohret,Valerie A.	Classics-Humanities	20 %
Rowe,Stephanie A.	Accounting	40 %
Shiflet,Kurt J.	Music	40 %
** (A1) Spangler,Rachel I.	English	20 %
Steever,Joseph M.	Mathematics, General	33 %
Stone,Leila M.	Interpersonal Skills	7 %
Strimling,Amy K.	Children with Special Needs	35 %
** (A5) Sullivan,Derek J.	Physical Fitness and Body Movement	25 %
Tedla,Dagne	Political Science	40 %
Tercho,Karen L.	Library Science, General	7 %
Tercho,Karen L.	Librarian	10 %
Times,Kenneth J.	Academic Guidance	20 %
Toupadakis,Barbara D.	ESL Integrated	10 %
Tromborg,Chris T.	Psychology, General	40 %
Vargas-Onate,Jacqueline	Counselor	6 %
Wang,Hsiao J.	Mathematics, General	40 %
Weinsheink,Shawn E.	Technical Theater	53 %
Williams,Nichelle	Counselor	6 %
Wong,Peter W.	Cosmetology and Barbering	39 %
Woodmansee,Rick D.	Mathematics, General	13 %
** (A1) Woolley,Nicole B.	Study Skills	13 %
Wyatt,David T.	Environmental Science	7 %
Wyatt,David T.	Environmental Studies	8 %
Zuercher,Connie A.	Physical Education	15 %
Zuercher,Connie A.	Health Education	40 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

C L A S S I F I E D

APPOINTMENT(S)

<u>Name</u>	<u>Position</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Brady, Angela D.	Financial Aid Supervisor	CRC	08/23/19
Burkert, Alexander C.	Laboratory Technician - Science (Biology)	ARC	09/03/19
El-Ayoubi, Kyle M.	Senior Information Technology Technician- Lab/Area Microcomputer Support	CRC	09/09/19
Haeinajafabadi, Parva	Accountant	DO	08/20/19
Humphreys, Tony K.	Student Personnel Assistant - Student Services	FLC	08/28/19
Johnson, Rhianna M.	Counseling Supervisor	SCC	08/19/19
Macias, Angeles M.	Student Personnel Assistant – Counseling	SCC	08/26/19
Morales, Yesenia H.	Financial Aid Clerk II	CRC	08/19/19
Ng, Gordon	Instructional Assistant – Health Occupations, 75%, 9 months	ARC	08/26/19
Price, Keyonna D.	Health Services Assistant	CRC	09/03/19

LEAVE(S) OF ABSENCE

<u>Name</u>	<u>Position</u>	<u>Type of Leave</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Bonner, Temperance R.	Assistant Financial Aid Officer	Part-time Educational, 50%	SCC	09/09/19 – 12/13/19 (Revised)
Hill, Sarah J.	Media Systems/Resources Technician I	Part-time Educational, 25%	FLC	09/03/19 – 11/29/19

PROMOTION(S)

<u>Name</u>	<u>New Position (Current Position)</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Ali, Nimo	Student Personnel Assistant – Counseling (Admissions/Records Clerk III)	ARC ARC)	09/03/19
Anderson, Brittney K.	Student Personnel Assistant – Counseling, 100% (Financial Aid Clerk II, 90%)	FLC FLC)	08/28/19

CLASSIFIED

PROMOTION(S),CONTINUED

<u>Name</u>	<u>New Position (Current Position)</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Panag, Jennifer E.	Facilities Management Operations Supervisor (Administrative Assistant I	FM SCC)	08/12/19

REASSIGNMENT(S)/TRANSFER(S)

<u>Name</u>	<u>New Position (Current Position)</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Baldwin, Joy R.	Student Personnel Assistant – Student Services Student Support Specialist	ARC ARC)	08/01/19
Decamp, Christine H.	Instructional Services Assistant I, 100% (Instructional Services Assistant I, 50%	SCC SCC)	08/19/19
Hartman, Jorrena D.	Account Clerk II (Account Clerk II	CRC ARC)	08/26/19

RECLASSIFICATION(S)

<u>Proposed Position Name</u>	<u>Assigned (Current Position)</u>	<u>Effective to</u>	<u>Date(s)</u>
Devi, Sunita	Administrative Assistant II (Administrative Assistant I	CRC CRC)	07/17/19
Hurtado, Lynn M.	Administrative Assistant II (Administrative Assistant I	CRC CRC)	08/09/19
Petcan, Viorica	Administrative Assistant II, 12 months (Clerk III, 10 months	ARC ARC)	01/07/19 (Revised)

RESIGNATION(S)

<u>Name</u>	<u>Position</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Acevedo, Jacqueline	Student Personnel Assistant – Outreach Services	ARC	08/31/19
Baldwin, Joy R.	Student Personnel Assistant – Career and Job Opportunity Center	ARC	08/29/19
Carmona, Maggie E.	Administrative Assistant I	ARC	08/21/19
Chatigny, Kimberlee M.	Financial Aid Clerk II	CRC	07/25/19

C L A S S I F I E D

RESIGNATION(S), CONTINUED

<u>Name</u>	<u>Position</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Glenn, Ryan B.	Alternate Media Design Specialist, 10 months	SCC	08/15/19
Melkonyan, Gegham	Instructional Assistant – Mathematics, 60%, 9 months	SCC	05/25/19
Reber, Racquel B.	Student Personnel Assistant – Outreach Services	CRC	08/24/19

RETIREMENT(S)

<u>Name</u>	<u>Position</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Cobian, Ramona v.	Student Support Specialist (After 40 years of regular service)	SCC	09/01/19
Gaines, Joslyn M.	Outreach Specialist (After 18 years of regular service)	ARC	12/31/19

Temporary Classified Employees Education Code 88003 (Per AB 500) <i>The individuals listed below are generally working in short term, intermittent or interim assignments during the time frame designated,</i>

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>American River College</u>			
Alindogan, Jedidiah D.	Special Projects	08/11/2019	06/30/2020
Bahrami Shehni, Ghazal	Instructional Assistant	08/10/2019	06/30/2020
Bowie, Matthew S.	Special Projects	07/01/2019	06/30/2020
Breshears, Rocky M	Special Projects	07/25/2019	06/30/2020
Carmona, Maggie E	Administrative Asst. I	08/21/2019	06/30/2020
Cosma, Tonja L	Financial Aid Clerk II	08/19/2019	06/30/2020
DeWitt, Christina D.	Special Projects	08/05/2019	06/30/2020
Dumaplin, Alexandria L.	Beginning Interpreter	07/25/2019	06/30/2020
Farris, Angela L.	Special Projects	07/25/2019	06/30/2020
Gaona Botello, Claudia E.	Student Personnel Assistant	08/01/2019	06/30/2020
Israelyan, Katherine B.	Instructional Assistant	08/12/2019	06/30/2020
January, Brandon J.	Student Personnel Assistant	08/08/2019	06/30/2020
Knudsen, Alex R.	Specialty Coach	08/12/2019	06/30/2020
Kotova, Alina K.	Special Projects	07/10/2019	06/30/2020
Lee, Justin K.	Instructional Assistant	08/13/2019	06/30/2020
Nagda, Mahreen B.	Student Personnel Assistant	08/02/2019	06/30/2020
Neighbors, Helen A.	Special Projects	08/15/2019	06/30/2020
Pavini, Nicholas A	Special Projects	07/01/2019	06/30/2020
Pratt, Taylor K	Special Projects	07/25/2019	06/30/2020
Shook, Robert D.	Instructional Assistant	08/15/2019	06/30/2020
Skidmore, Natasha T.	Special Projects	07/25/2019	06/30/2020
Thomas, Trinity J	Clerk I	08/19/2019	06/30/2020
Touray, Graham S.	Instructional Assistant	08/15/2019	06/30/2020
Word, Peggy S.	Instructional Assistant	08/19/2019	06/30/2020
<u>Cosumnes River College</u>			
Araujo, Isabel	Instructional Assistant	08/19/2019	06/30/2020
Ayala, Jacob	Instructional Assistant	07/01/2019	06/30/2020
Benner, Nathan C	Special Projects	08/15/2019	06/30/2020
Brakel, Robyn A.	Instructional Assistant	07/01/2019	06/30/2020
Dudin, Alexander	Instructional Assistant	07/01/2019	06/30/2020
Esquer, Savannah I	Reader/Tutor	07/01/2019	06/30/2020
Lee, Jared J.	Reader/Tutor	07/01/2019	06/30/2020
Longland, Corena Marie	Student Personnel Assistant	08/05/2019	06/30/2020
Mamayson, Dwencel John M.	Instructional Assistant	08/26/2019	06/30/2020
McDonald III, James A.	Instructional Assistant	08/01/2019	06/30/2020
Mena, Edgar	Student Personnel Assistant	08/19/2019	06/30/2020
Munoz Rodriguez, Nayely C.	Instructional Assistant	07/26/2019	06/30/2020
Natco, Daniel A	Instructional Assistant	08/01/2019	06/30/2020

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>Cosumnes River College (Continued)</u>			
Padovan, Shannon C.	Assistant Coach	07/01/2019	06/30/2020
Ramirez, Pablo P.	Assistant Coach	08/01/2019	06/30/2020
Savage, Stephen	Art Model	07/01/2019	06/30/2020
Walker, Jesse N.	Swimming Instructor II	07/01/2019	06/30/2020
Wilson, Jacob K.	Student Personnel Assistant	07/22/2019	06/30/2020

District Office / Business and Economic Development Center / Facilities Management / Police Services

Baloch, Bilal A.	Campus Patrol	07/24/2019	06/30/2020
Nelson, Wyatt T.	Campus Patrol	07/17/2019	06/30/2020
Thor, Tou J.	Campus Patrol	07/23/2019	06/30/2020

Folsom Lake College

Allen, Ian V.	Special Projects	08/02/2019	06/30/2020
Berry, Jennifer A.	Special Projects	08/25/2019	06/30/2020
Blubaugh, Teresa R.	Reader/Tutor II	08/12/2019	06/30/2020
Bonin, Dylan S	Reader/Tutor	08/09/2019	06/30/2020
Buhman, Michael J	Reader/Tutor II	07/25/2019	06/30/2020
Cauchi, Brett J.	Instructional Assistant	08/25/2019	06/30/2020
Goff, Callie K.	Reader/Tutor	08/09/2019	06/30/2020
Gold, Geri A.	Special Projects	08/05/2019	06/30/2020
Gray, Jane E	Clerk I	08/12/2019	06/30/2020
Henley, Samuel Colton Doyle	Clerk I	07/25/2019	06/30/2020
McCormac, Amanda G.	Clerk I	08/14/2019	06/30/2020
Melton, Marguerite A.	Special Projects	08/09/2019	06/30/2020
Nelson, Julie A.	Bookstore Clerk I	08/12/2019	06/30/2020
Pohlman, Laura L	Custodian	08/09/2019	06/30/2020
Prescott, Victoria M	Reader/Tutor II	07/25/2019	06/30/2020
Reyes, Deena L.	Special Projects	08/05/2019	06/30/2020
Schantz, Andrew L.	Special Projects	07/25/2019	06/30/2020
Smithee, Anastasia M.	Reader/Tutor	08/12/2019	06/30/2020
Spring Wenzel, Susan M.	Bookstore Clerk I	08/12/2019	06/30/2020
Tucker, Jennifer N.	Special Projects	08/05/2019	06/30/2020
Venkateswaran, Janani	Special Projects	08/02/2019	06/30/2020
Walker, Joshua R	Reader/Tutor	08/12/2019	06/30/2020

Sacramento City College


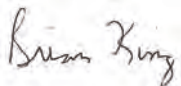
Allo Allo, Viola N.	Instructional Assistant	08/05/2019	06/30/2020
Avendano, Antonia	Clerk I	08/15/2019	06/30/2020
Benjamin, Michael W.	Student Support Specialist	08/05/2019	06/30/2020
Block, Kashalia M.	Beginning Interpreter	08/25/2019	06/30/2020
Bradsberry, Jessica K.	Special Projects	08/01/2019	06/30/2020
Burnell, Alexandria D.	Beginning Interpreter	08/25/2019	06/30/2020
Garcia Galvan, Angelica	Student Support Specialist	07/25/2019	06/30/2020

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>Sacramento City College (Continued)</u>			
Hernandez-Tapia, Nicole D.	Special Projects	08/01/2019	06/30/2020
Holleran, Eileen M.	Special Projects	08/13/2019	06/30/2020
Kays, Cassidy A	Clerk III	08/15/2019	06/30/2020
Knox, Tamara M.	Instructional Assistant	08/19/2019	06/30/2020
Lopez, Natalie	Clerk III	07/22/2019	06/30/2020
McCarty, William Daniel	Special Projects	08/12/2019	06/30/2020
Pereira, Carmen	Special Projects	08/25/2019	06/30/2020
Ponce, Ashley N	Special Projects	08/25/2019	06/30/2020
Rea, Eduardo F.	Special Projects	08/25/2019	06/30/2020
Rocha-Fernandez, Yulissa	Student Support Specialist	08/01/2019	06/30/2020
Saephan, April F.	Laboratory Technician	08/19/2019	06/30/2020
Sekikawa, Scott W	Clerk I	08/15/2019	06/30/2020
Serpa, Jennifer A.	Special Projects	08/25/2019	06/30/2020
Stevens, Michael W.	Beginning Interpreter	08/25/2019	06/30/2020
Stransky, Hannah R.	Account Clerk I	08/01/2019	06/30/2020
Thomas, David S.	Intermediate Interpreter	07/01/2019	06/30/2020
Vilhauer, Douglas M.	Beginning Interpreter	08/25/2019	06/30/2020
Waki, Katharine E.	Laboratory Technician	08/19/2019	06/30/2020
Widman, Hannah E.	Assistant Coach	08/15/2019	06/30/2020
Zapuskalova, Anna	Instructional Assistant	08/05/2019	06/30/2020

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: September 11, 2019

SUBJECT:	Los Rios Community College District Information & Communication Technology Accessibility Program; Board Policy 7136 ICT Accessibility; Policy 8321 Contracts and Contract Procedures	ATTACHMENT: Yes	
		ENCLOSURE: None	
AGENDA ITEM:	First Reading Item A	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	JP Sherry, General Counsel 	CONSENT/ROUTINE	
		FIRST READING	X
APPROVED FOR CONSIDERATION:	Brian King, Chancellor 	ACTION	
		INFORMATION	

BACKGROUND:

The Los Rios Accessibility Task Force (ATF) met from April 2017 to March 2019 to create a comprehensive District-wide program that ensures access for students, faculty and staff with disabilities to Information Communication Technology (ICT). Members of the ATF included faculty, managers and staff from across the District and Colleges, and representatives from Student Services, Instruction, IT, DSPS, Distance Education and Universal Design, the webmasters, the Communications team, General Services and Finance.

STATUS:

In its final meeting, the ATF recommended that the District adopt the Information and Communication Technology Accessibility Program (Accessibility Program), a remediation plan, and the Accessibility Statement. It also recommended that the District request that the Academic Senate encourage faculty to include an accessibility statement in their syllabus. The ATF recommended the expansion of the use of a computer program (called "Ally") to assist faculty in creating accessible ICT in their courses. Finally, the ATF recommended that each of these components be shared broadly. The Accessibility Program and implementing policies are presented to the Board for first reading. The Administrative Regulations are attached as well for informational purposes.

The Accessibility Program is divided into three parts. The first part (page 5) is the accessibility statement, which states that the District is committed to creating an accessible community and providing information about how to get assistance when items are not accessible. This statement has already been placed on the District websites and will be added to the College websites and incorporated into Canvas.

The second part of the Accessibility Program contains accessibility guidelines (pages 6-13). These include both organizational and technical recommendations. The organizational recommendations specify that it is the responsibility of persons who produce or select content (adopters) to select accessible ICT. It also requires that the District and Colleges communicate the accessibility policies and provide training and support to persons who create ICT content. The

technical recommendations provide content guidelines on how to create accessible ICT. Last, the Accessibility Program sets forth recommendations regarding procurement of ICT to ensure it is accessible.

The third part of the Accessibility Program is the proposed Board Policies and Administrative Regulations (pages 14-22). Simultaneous with this Board item, these Policies are submitted to the Board of Trustees for first reading. While there are two separate Policies, 7136 and 8321; the bones of each are essentially the same.

The first section of each Policy sets forth the intent of the District to provide accessible ICT for official District/College academic and business functions. The second section of each Policy sets forth the scope of the Policy to include all ICT used to conduct official District/College academic and business functions. The third and fourth sections of each Policy provide the relevant definitions regarding ICT and identify the standards the District/Colleges will meet to make its ICT accessible. In the fifth section of each Policy, requests for accommodations related to students shall be handled by DSPS and requests by employees shall be resolved by Human Resources.

Finally, in the sixth section of each Policy, the ATF recommended that all new ICT be accessible within 24 months of the enactment of the Policy. Upon further review of the scope of this project and the breadth of information technology across the District, staff is recommending 36 months as a more achievable timeframe. Each Policy places the obligation to select accessible ICT on the adopters of ICT. Each Policy provides for accommodations to be made for legacy ICT (i.e. old ICT that is currently not accessible but is requested to be accessible by a student with a disability). Finally, each Policy finds that the District/Colleges will not make ICT accessible when the task of making something accessible fundamentally alters the nature of the educational program or constitutes an undue burden on the District or College.

RECOMMENDATION:

The Accessibility Program and Policies 7136 and 8321 are presented for first reading.

LOS RIOS

Community College District

**Los Rios Community College District
Information & Communication Technology
Accessibility Program**

March 11, 2019

Contents

Introduction	4
ICT Accessibility Statement	5
ICT Accessibility Statement	5
Accessibility Guidelines.....	6
Organizational and Process Guidelines.....	6
1. Responsibilities.....	6
2. Communication	7
3. Training	7
4. Support	7
5. Alternative Forms of Content.....	7
6. Accessibility Checkers	8
7. Automated Website Checks	8
8. Keyboard-Only Analysis.....	8
Content Guidelines	8
1. Provide Titles for All Pages and Documents.....	9
2. Provide Structure Using Headings.....	9
3. Describe All Non-Textual Material	9
4. Use Accessible Fonts and Font Sizes	9
5. Ensure Sufficient Contrast Between Text and Background.....	10
6. Set and Confirm Reading Order	11
7. Caption All Images, Figures, Charts, and Tables	11
8. Format Lists Using List Attributes	11
9. Format Tables Using Table Attributes.....	11
Procurement Guidelines.....	11
1. Content Creation Tools	12
2. Educational Software.....	12
3. Course Materials	12
4. Professional Services.....	12
District Policies and Regulations.....	14
Policy 7136 ICT Accessibility.....	14
Policy 8321 Contracts and Contract Procedures.....	17

Regulation 7136 ICT Accessibility..... 20
Regulation 8321 Contracts and Contract Procedures..... 20
Summary 23
Appendix A 24

Introduction

This document summarizes the Los Rios Community College District (LRCCD) *Information and Communication Technology (ICT) Accessibility Program*. The ICT Accessibility Program consists of the following components:

- **Accessibility Statement** – a public statement affirming the institution’s commitment to ICT accessibility and soliciting input and feedback.
- **Accessibility Guidelines** – a summary of practical guidelines for building and maintaining an accessible institution at the District/Colleges.
- **Accessibility Policies and Regulations** – formal statements of the institution’s guiding principles related to ICT accessibility and explanations of the work processes and shared responsibilities of the LRCCD community to implement and maintain an accessible environment.

Each of these components is covered in their respective sections of this document:

[ICT Accessibility Statement](#)

[Accessibilty Guidelines](#)

[District Policies and Regulations](#)

ICT Accessibility Statement

The ICT Accessibility Statement is a central and defining component of the *LRCCD Accessibility Program*. As such, it should be easily and visibly available from web pages, LMS courses, and document repositories. Faculty are encouraged to include accessibility information in their course syllabi.

ICT Accessibility Statement

The Los Rios Community College District (the “District”) and its four Colleges are committed to creating an accessible community, that is, one that provides websites, course materials, documents, and applications that are accessible to all current and future students, faculty, staff, and other constituents.

The District’s Information and Communications Technologies (ICT) adhere to accessibility standards such as the World Wide Web Consortium (W3C) Web Content Accessibility Guidelines (WCAG) 2.0 AA, Sections 504 and 508 of the Rehabilitation Act of 1973, and Title II of the Americans with Disabilities Act.

For students with disabilities, the District/Colleges are committed to providing reasonable academic and administrative accommodations that support their educational programs through our Disability Services and Programs for Students (DSPTS) offices. These reasonable academic and administrative accommodations shall not fundamentally alter the educational programs.

For employees with disabilities, the District/Colleges are committed to providing reasonable accommodations to ensure all employees can perform the essential functions of their job.

Table 1: Contact Information for DSPTS Offices

College	DSPTS Website	DSPTS Location	Phone
ARC	ARC DSPTS Website	North Entrance of Student Services	(916) 484-8382
Natomas Center	ARC DSPTS Website	ARC Main Campus, North Entrance of Student Services	(916) 484-8382
CRC	CRC DSPTS Website	BS-104	(916) 691-7275
Elk Grove Center	CRC DSPTS Website	CRC Main Campus, BS-104	(916) 691-7275
FLC	FLC DSPTS Website	Aspen Hall, FL1-36	(916) 608-6611
El Dorado Center	FLC DSPTS Website	B-121	(530) 642-5630
Rancho Cordova Center	FLC DSPTS Website	Building 1, First Floor	(916) 361-6312
SCC	SCC DSPTS Website	Student Services	(916) 558-2087
Davis Center	SCC DSPTS Website	SCC Main Campus, Student Services	(916) 558-2087
W. Sacramento Center	SCC DSPTS Website	SCC Main Campus, Student Services	(916) 558-2087
Employees	GC’s Website	District Office, Human Resources	(916) 558-3063

While we strive to adhere to accepted guidelines and standards for usability and accessibility, it may not always be possible to do so. Should you experience difficulty accessing any District ICT, or wish to provide feedback or suggestions, please fill out the form below or call your DSPTS Office listed above.

<<< Insert Form Here >>>

Accessibility Guidelines

Information and Communication Technology (ICT) accessibility relates to all electronic information and technology used to conduct academic and business functions. ICT includes information technology, electronic content, web pages, web-based applications, courses in the learning management system and supplemental systems, documents, forms, and application system screens from the College's Enterprise Resource Planning (ERP) systems (the student information system, financial system, human resources system, etc.) and their auxiliary systems.

Student access to inclusive educational opportunities is one of the District's highest priorities and requires a community of stakeholders to design, monitor, and uphold accessible practices. Offices across the District should work collaboratively to provide an environment free from discrimination and to protect the rights and dignity of students, faculty, and staff.

The District/Colleges adhere to the following standards and guidelines related to accessibility of ICT:

- Sections 504 and 508 of the Rehabilitation Act of 1973;
- Title II of the Americans with Disabilities Act;
- Accessibility standards described in the Web Content Accessibility Guidelines (WCAG), version 2.0, levels A and AA, or the most current version approved by the Vice Chancellor of Education and Technology.
- Title 5 § for distance education courses offered by the colleges.

This section delineates a set of minimum and practical guidelines for building and maintaining an accessible institution at the Los Rios Community College District. Guidelines are divided into three sets:

- **Organizational and process guidelines** address general components necessary to build an accessible environment.
- **Content guidelines** address the basic details of building accessible content.
- **Procurement guidelines** address the acquisition of accessible products and services.

Organizational and Process Guidelines

This section lists guidelines addressing general components necessary to build an accessible environment.

1. Responsibilities

If electronic content is published on behalf of the District or is used to conduct District and College business, it is considered part of ICT. Consequently, all members of the Los Rios community who produce content for consumption by others will impact the District's overall accessibility and share responsibility for building and maintaining an accessible institution.

- Staff, administrators, and faculty are responsible for creating shared ICT that are accessible to their expected audiences.
- Staff, administrators, and faculty adopters of ICT shall select and use ICT that is accessible to their expected audiences, unless to do so places an undue burden on the

District/College or to do so will fundamentally alter the nature of the educational program or service.

- Faculty writing a distance education addendum to a Course Outline of Record shall specify how the portion of instruction delivered via distance education will be accessible to all students.
- The District/College shall purchase new ICT that is accessible to its expected audiences and make all new or redeveloped ICT accessible to its expected audiences unless to do so places an undue burden on the District/College or to do so will fundamentally alter the nature of the educational program or service.

2. Communication

The District and Colleges are responsible for communicating their accessibility policies, regulations, and processes and for soliciting feedback and input from its user community.

- Every web page should contain a link to provide access to the District's Accessibility Statement and to allow users to report and/or provide feedback on accessibility issues.
- Every course site should contain a link to provide access to the District's Accessibility Statement and to allow users to report and/or provide feedback on accessibility issues.
- Faculty are encouraged to include accessibility information in their course syllabi.
- The distance education addendum to a Course Outline of Record shall specify how the portion of instruction delivered via distance education will be accessible to all students.

3. Training

When electronic content is shared across the District or is used to conduct business, it needs to be accessible to all members of the District community. Consequently, all members of the community who produce content for consumption by others will impact the District's overall accessibility and need to be trained in creating accessible content.

The District and Colleges have the responsibility to provide timely and appropriate training to its constituents. Human Resources should include accessibility training in all new employee onboarding processes. Special care should be taken to ensure that adjuncts receive information and direction about accessibility. District and college administrators, staff, and faculty have the responsibility to take advantage of that training.

4. Support

Support should be readily available to all individuals who create content destined to be shared with others, specifically to faculty, staff, and webmasters. Support should include:

- Clear accessibility guidelines,
- Web-accessible documentation,
- Just-in-time training modules, and
- Access to trained support staff.

5. Alternative Forms of Content

All digital content hosted on the District/Colleges web pages and Canvas courses should provide an alternative form to assist people with a visual, auditory, or learning disability. All video and audio material should provide an accompanying transcript and captions.

Wherever possible, textual material should provide audio/video versions of the content.

For Canvas courses, faculty can utilize the *Blackboard Ally* plug-in to automatically generate alternate forms of content. For example, Ally can create HTML, tagged PDF, ePub, electronic Braille, and audio versions of a given document.

Faculty can submit their audio/video content to services providing auto-generated captioning, such as *3C Media*. Faculty should verify their accuracy and edit the captions.

A good practice for those who create their own video content is to create a script prior to making the recording. Creating a script before recording the video allows for a more organized recording session and makes it easy to provide users with a transcript.

6. Accessibility Checkers

In recognition of the increasing importance of creating accessible documents, the current versions of most applications, such as Microsoft Word, PowerPoint, and Adobe Acrobat Pro, have built-in automated accessibility checkers. For Canvas courses, faculty can utilize the built-in Canvas accessibility checker as well as the *Blackboard Ally* checker. All individuals who create shared electronic content should incorporate this step into their content production processes.

7. Automated Website Checks

Because web page content is so dynamic, webmasters should run automated tests of important websites regularly. This quickly and easily alerts them to any major accessibility issues present on the website. Automated tools such as *SortSite* by *PowerMapper*, *Blackboard Ally*, TPG's *Accessibility Resource Center (ARC)*, or *SiteImprove* can comprehensively check broken links, compatibility, search engine optimization, privacy, usability and web standards. Automated website checks should be run against all websites at least every three months.

8. Keyboard- Only Analysis

Keyboard accessibility is an extremely important aspect of web accessibility, as many people who have motor disabilities cannot use a mouse and must rely solely on use of their keyboard. Simple keyboard checks can be performed by using the **Tab**, **Enter**, and **Spacebar** keys. **Tab** can be used to navigate forward to all links on a web page. **Shift + Tab** can be used to navigate backwards through links on a web page. **Enter**, **Spacebar**, and at times the **Arrow Keys** can also be used to visit links or navigate between links on a web page.

Keyboard-only testing should be routinely conducted against samples of web pages and course content to check for general navigability as well as the following:

- Navigation order should be logical and intuitive for the user who is exploring the web page.
- A visual focus, typically a small rectangular box (border), should appear around the selected linked content on the web page.
- Drop-down lists on a web page should open automatically upon navigation or be opened using the **Enter** key.

Content Guidelines

This section delineates content guidelines that address the basic details of building accessible content in the District/Colleges websites, documents, and course materials.

1. Provide Titles for All Pages and Documents

Screen readers can read the title property associated with any given document, providing a brief description of the document's content. The document title may be the only means that a person can determine the content of a document from a directory structure. Some content management systems, such as SharePoint, display this title property in their directories and can search for words within the title. Always provide a document title in the *properties* section of the document creation tool.

2. Provide Structure Using Headings

Headings are used to give documents and web pages structure and provide a visual indication of areas that are important on the page. They are typically formatted to stand out, so readers can visually understand the structure of the document or web page and navigate through all sections. For example, headings may use a larger, bold font and may be formatted with a larger-than-normal vertical space between paragraphs.

For purposes of accessibility, headings enable a reader to navigate the web page or document using a keyboard only, jumping from heading to heading, if desired. Headings also allow screen readers to function properly for an individual with vision limitations. In order to be usable, the text of headings must be defined with the *Heading* property, not just formatted to look like a heading.

3. Describe All Non- Textual Material

If non-textual objects are used to convey meaning in a document, those objects will not be understandable to a person who is blind unless the author provides a complete description that can be read by a screen reader application. As a rule, all pictures, images, shapes, charts, SmartArt, etc. must be described in the surrounding text or via *Alt text* (alternative text) that can be read by screen readers.

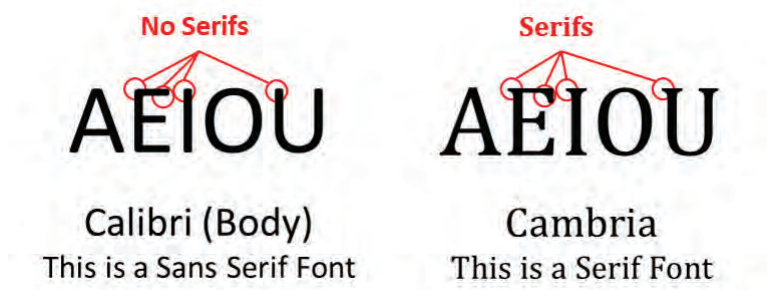
4. Use Accessible Fonts and Font Sizes

There are hundreds of different fonts to choose, but some can be very difficult to read for people with vision problems and should consequently be avoided. Some examples to avoid (from Microsoft Office) include:

- **Bauhaus 93 12 point.**
- Bodini MT Poster Compressed 12 point.
- *Brush Script MT 12 point.*
- **SHOWCARD GOTHIC 12 POINT.**
- **Snap ITC 21 point**

Part of the process of selecting an appropriate font should consider whether the font contains serifs or not. Serifs are the small extra embellishments that appear at the ends of some letter components. Fonts without such embellishments are referred to as *sans serif* fonts.

Figure 1: Sans Serif versus Serif Fonts



Early research in typography indicated that **serif** fonts, when printed on a high-quality offset press, were easier to read and enabled better retention and comprehension of the content than **sans serif** fonts. Theoretically, this is due to the extra information in the font face that makes it easier for the eye to quickly recognize letters and avoid the ambiguity between certain sans serif letters such as lower case “L” versus upper case “I” (for example, in the sans serif Candara font, “l” versus “I”). As low-resolution computer screens and printers came into play, the simpler sans serif fonts seemed to be superior. With today’s high-resolution screens, the equation has changed again.

This author selected the Calisto MT serif font for body text and often selects sans serif fonts for headings. It is best to select a simple, easy-to-read **serif font**, at least 12 points in size for the main text in a document.

5. Ensure Sufficient Contrast Between Text and Background

For text to be accessible to people with low vision, there must be sufficient contrast between the text and the background. The WCAG 2.0 level AA standard requires a contrast ratio of at least 4.5:1 for normal text and 3:1 for large text. Large text is defined as 14-point bold or larger, or 18-point regular or larger.

As an example, the following table indicates the color contrast ratio for black text on grey backgrounds.

Table 2: Contrast Ratios for Different Combinations of Black Text on Grey Background

Contrast Level	Ratio	Description
Great Contrast	21.00 to 1	Black on white provides excellent contrast
Good Contrast	10.24 to 1	Black on light grey provides reasonable contrast
Borderline Contrast	5.10 to 1	Black on medium grey provides marginal contrast
Failed Contrast	3.00 to 1	Black on dark grey provides poor contrast

To check the contrast ratio of a given pair of colors, determine the Hex value of the foreground and background colors and input their values into a contrast calculator such as WebAIM’s Color Contrast Checker available at <https://webaim.org/resources/contrastchecker/>.

If color is used as the only means to convey information, that information may not be available to a person with color blindness. It is important, therefore, to provide an alternate means of understanding the content.

It is also important to avoid the use of *vibrating* colors. These are highly saturated bold colors that seem to vibrate when placed in close proximity to one another. Some colors may cause an *after image* and be bothersome to some readers.

6. Set and Confirm Reading Order

When you insert an image or other non-text object into your document, you have options to control its placement. These options include placing the object *in line with text*, so it appears like a single large character. A second option is to *anchor* the image to a location on the page and wrap text around it. Anchored images may create complications in reading order for screen readers. Whenever possible, place images *in line with text* and format the paragraph containing the image with a centered paragraph style. Otherwise, you must explicitly set the *reading order* within your application. Check that the document's *reading order* is logical and consistent with the document's intent and structure.

7. Caption All Images, Figures, Charts, and Tables

Captions on images, figures, charts, and tables provide useful information to users of screen readers about the content of the captioned object.

In most applications, to insert a caption, right-click the object, select the *Insert Caption...* option from the list, and complete the caption dialog box. To invoke this option for a table in Microsoft Word, visit the *Table Properties* dialog box.

8. Format Lists Using List Attributes

Lists often provide the reader with a welcome relief to a solid block of text and can be effective in conveying related information. Lists can be either ordered or unordered. When creating lists, it is important to use the built-in features of your application rather than creating the list by manually inserting bullet-like characters or numbers before each line.

For example, in Microsoft Word, use the *Bullet* function on the *Home* tab of the ribbon to apply bullets to text. In HTML, use the unordered list () and ordered list () tags to designate lists and the list item () tags to designate each item in the lists. Screen readers can interpret this formatting as a list and read the content appropriately.

9. Format Tables Using Table Attributes

To enable a screen reader to correctly interpret and read data in tables, always include a header row defining the data in each column. In web pages, this requires the use of the table header (TH) and table data (TD) HTML elements.

In documents, the header row should be formatted to reappear on top of the table if it is split across pages. In Microsoft Word, this can be done by first selecting the top header row, then right-clicking and selecting *Table Properties*, and checking the *Repeat as header row at the top of each page* option under the *Rows* tab.

Procurement Guidelines

This section lists guidelines addressing the District and College's procurement of:

1. Content Creation Tools
2. Educational Software
3. Course Materials

4. Professional Services

The District and its Colleges strive to provide Information and Communication Technology (ICT) that is accessible to its current and future students, faculty, staff, and other constituents and to make the District/Colleges accessible institutions. To that end, the District and its Colleges are committed to procuring and using ICT that is accessible to their expected audiences, unless to do so places an undue burden on the District/College or will fundamentally alter the nature of the educational program or service.

1. Content Creation Tools

Content creation tools, such as the *Canvas Learning Management System*, the *Microsoft Word* processing program, and the *Adobe Acrobat* PDF document system, must be capable of producing electronic content that complies with the District accessibility standards. See *Policy 7136 ICT Accessibility* for details.

The District procurement policies require the tool vendor to provide an Accessibility Conformance Report (ACR) based on the Voluntary Product Accessibility Template (VPAT) version 2.2. The ACR should be validated by either a hands-on demonstration, a trial period, or an independent third party. See *Policy 8321 Contracts and Contract Procedures* and *Regulation 8321 Contracts and Contract Procedures* for details.

2. Educational Software

Educational software, such as *Wolfram Mathematica*, *Hawkes Learning*, and *Pearson's MyMathLab* must be capable of being effectively used by all students, i.e., it must meet the District's accessibility standards. See *Policy 7136 ICT Accessibility* for details.

The District procurement policies require the software vendor to provide an Accessibility Conformance Report (ACR) based on the Voluntary Product Accessibility Template (VPAT) version 2.2. The ACR should be validated by either a hands-on demonstration, a trial period, or an independent third party. The educational software vendor should indemnify the District against any accessibility-related claims and any required accommodations. See *Policy 8321 Contracts and Contract Procedures* and *Regulation 8321 Contracts and Contract Procedures* for details.

3. Course Materials

Third-party course materials, such as publisher-provided PowerPoint presentations and quiz banks, as well as audio and video materials, must comply with the District's accessibility standards. See *Policy 7136 ICT Accessibility* for details.

Procurement decisions should be conditional upon successful accessibility using automated (Blackboard Ally) and manual (keyboard-only and screen-reader) testing procedures. See *Policy 7136 ICT Accessibility, 6.0 Selection of ICT* for details.

4. Professional Services

The District and Colleges occasionally hire third party consultants and professional services companies. The work of these parties must comply with the District's accessibility standards. See *Policy 7136 ICT Accessibility* for details.

The District procurement policies require consultants to indemnify the District against any accessibility-related claims and any required accommodations related to their products and services. See *Policy 8321 Contracts and Contract Procedures* and *Regulation 8321 Contracts and Contract Procedures* for details.

District Policies and Regulations

This section contains an explanation of the institution's guiding principles related to ICT accessibility. The Los Rios Community College District and its four Colleges are committed to providing websites, course materials, documents, and business applications that are accessible to all current and future students, faculty, staff, and other constituents.

Student access to inclusive educational opportunities is one of the College's highest priorities and requires a community of stakeholders to design, monitor, and uphold accessible practices. Offices across all campuses work collaboratively to provide an environment free from discrimination and to protect the rights and dignity of students, faculty, and staff. The Accessibility Task Force recommends the following draft policies and regulations for vetting and approval through the participatory governance process.

Policy 7136 ICT Accessibility

The LRCCD Accessibility Policy applies to all official information and communication technology (ICT) used to conduct academic and business functions. ICT includes information technology, web pages, web-based applications, learning management system courses, documents, and application system screens from the PeopleSoft and auxiliary systems. If electronic content is published on behalf of LRCCD or is used to conduct College business, it is subject to the Accessibility Policy.

1.0 Intent

- 1.1 It is the policy of the Los Rios Community College District and its Colleges to work to provide Information and Communication Technology (ICT) that is accessible to current and future students, faculty, staff, and other constituents, and to make the District/Colleges accessible institutions.
- 1.2 The District/Colleges are committed to working to provide websites, learning management systems, documents, and business applications that are usable by all current and future students, faculty, staff, and other constituents.
- 1.3 Student, faculty and staff access to inclusive educational opportunities is one of the District/Colleges' highest priorities and requires a community of stakeholders to design, monitor, and uphold accessible practices. Offices across all campuses must work collaboratively to provide an environment that protects the rights and dignity of students, faculty, and staff.

2.0 Scope of the Policy

- 2.1 This District Policy applies to all ICT used to conduct official District/College academic and business functions.

3.0 Definitions

- 3.1 To make ICT "accessible" means to design the ICT to provide a person with a disability the opportunity to acquire the same information, engage in the same interactions, and enjoy the same services as a person without a disability in an equally effective and equally integrated manner, with substantially equivalent ease of use. A person with a disability must be able to obtain the

information as fully, equally, and independently as a person without a disability.

- 3.2 An “accessible institution” is one that is committed to the goal that all students, faculty, staff, and constituents can access the institution’s ICT. Specifically, they can perceive, understand, navigate, interact, and contribute to ICT because its content and content-creation tools have been proactively designed to be accessible.
- 3.3 “Accommodation” is an alteration of environment, curriculum format, or equipment that allows an individual with a disability to gain access to content and/or complete assigned tasks. Accommodations must be reasonable and not place an undue burden on the District/College or fundamentally alter the nature of the educational program or service.
- 3.4 An “adopter” of ICT is the faculty, staff or administrator that chooses to use ICT in conjunction with official academic or business functions of the District/College.
- 3.5 “Americans with Disabilities Act (ADA)” refers to the Americans with Disabilities Act of 1990.
- 3.6 “Disability Services and Programs for Students (DSPS)” provides a variety of academic support services to students with disabilities. DSPS’s goal is to provide students the opportunity to participate fully in all aspects of College programs and activities through appropriate and reasonable accommodations.
- 3.7 “Information and Communication Technology (ICT)” refers to any information technology, equipment, or interconnected system or subsystem of equipment for which the principal function is the creation, conversion, duplication, automatic acquisition, storage, analysis, evaluation, manipulation, management, movement, control, display, switching, interchange, transmission, reception, or broadcast of data or information. Examples of ICT are electronic content, telecommunications products, computers and ancillary equipment, software, information kiosks and transaction machines, videos, IT services, and multi-function office machines which copy, scan, and fax documents.
- 3.8 “Legacy ICT” is ICT created prior to the adoption of this policy that is not currently accessible.
- 3.9 “Remediation” refers to the process of making legacy ICT accessible. A remediation plan is one that successfully modifies legacy ICT (document, website, etc.) so that it is accessible over a period of time.
- 3.10 “Section 504” is a part of the Rehabilitation Act of 1973 that prohibits discrimination based upon disability.
- 3.11 “Section 508” is a part of the Rehabilitation Act of 1973 that governs accessibility of information technology (IT) in the Federal government, and in any state or locality that accepts federal funding.
- 3.12 “WCAG 2.0” or Web Content Accessibility Guidelines (WCAG) 2.0 defines how to make Web content more accessible to people with disabilities.

Accessibility involves a wide range of disabilities, including visual, auditory, physical, speech, cognitive, language, learning, and neurological disabilities.

4.0 Standard and Guidelines

4.1 The District/Colleges will adhere to the following standards and guidelines related to accessibility of ICT:

4.1.1 Sections 504 and 508 of the Rehabilitation Act of 1973;

4.1.2 Title II of the Americans with Disabilities Act;

4.1.3 Accessibility standards described in the Web Content Accessibility Guidelines (WCAG), version 2.0, levels A and AA, or the most current version approved by the Vice Chancellor of Education and Technology.

5.0 Accommodations

5.1 Student requests for accommodations regarding ICT or legacy ICT shall be resolved by the DSPS offices.

5.2 Appeals of student requests for accommodations shall be resolved pursuant to Administrative Regulation 2731.

5.3 Appeals of faculty, staff or public requests for accommodation shall be resolved by the College's 504 Officer in consultation with Human Resources.

6.0 Selection of ICT

6.1 Within 36 months of the adoption of this policy, all new (i.e., non-existent until after this policy was adopted) or redeveloped (i.e., existing before this Policy was adopted but substantially changed in terms of its functionality or structure after the policy was adopted) ICT shall be made accessible to its expected audiences unless to do so places an undue burden on the District/College, or to do so will fundamentally alter the nature of the educational program or service.

6.2 The District Policy for faculty selection of textbooks and academic materials for courses are set forth in District Policy and Administrative Regulation 7134. However, faculty adopters of ICT shall select and use ICT that is accessible to their expected audiences, unless to do so places an undue burden on the District/College, or to do so will fundamentally alter the nature of the educational program or service.

6.3 The District/Colleges shall make ICT accessible to its expected audiences in a timely manner and in such a way as to protect the privacy and independence of persons with disabilities.

6.4 Upon request by a qualified person with a disability, Legacy ICT shall be made accessible unless to do so constitutes an undue burden on the District/Colleges or result in fundamental alterations of the educational programs or services of the District/Colleges.

6.5 Where ICT is identified that is not accessible, the District/College shall promptly render the ICT accessible unless to do so constitutes an undue

burden on the District/Colleges or results in fundamental alterations of the educational programs or services of the District/Colleges.

- 6.6 Where ICT cannot be made accessible, the District/Colleges shall provide equally effective alternative access to the student, faculty, staff or administrator.

Policy 8321 Contracts and Contract Procedures

1.0 Authorization to Contract

- 1.1 The Chancellor is authorized and empowered to contract in the name of Los Rios Community College District subject to provisions of law and to approval or ratification by the Los Rios Community College District Board of Trustees. (Ed. Code, §§ 81655 and 81656)

2.0 Non-Discrimination and Affirmative Action for Contract Compliance

- 2.1 Any contractor performing work or providing services for the Los Rios Community College District must certify that there is no discrimination in the company's hiring or employment practices because of ethnic group identification, race, color, sex, gender, gender identity, gender expression, pregnancy or childbirth-related condition, sexual orientation, sexual identity, religion or religious creed, age (over forty), national origin, ancestry, physical or mental disability, medical condition, political affiliation or belief, military and veteran status, or marital status.
- 2.2 All contractors, subcontractors, vendors, and suppliers shall be notified of the District's employment policy (compliance with Executive Orders 11246 and 11375) and shall be requested to take appropriate action on their part. On all contracts and bids, contractors, subcontractors, vendors, and suppliers shall be asked to sign a notice of compliance, unless exempted by law.
- 2.3 The Chancellor shall ensure that District purchasing procedures shall comply with state regulations on Minority, Women, and Disabled Veteran Business Enterprise Participation Goals. (Title 5, § 59500)
- 2.4 The Chancellor shall ensure that District purchasing procedures comply with the District's conflict of interest Administrative Regulations.

3.0 Information and Communication Technology Accessibility

3.1 Intent

- 3.1.1 It is the policy of the District and its Colleges to work to provide Information and Communication Technology (ICT) that is accessible to its current and future students, faculty, staff, and other constituents and to make the District/Colleges accessible institutions.
- 3.1.2 The District/Colleges are committed to working to provide websites, learning management systems, documents, and business applications that are usable by all current and future students, faculty, staff, and other constituents.

3.1.3 Student, faculty and staff access to inclusive educational opportunities is one of the District/Colleges' highest priorities and requires a community of stakeholders to design, monitor, and uphold accessible practices. Offices across all Colleges must work collaboratively to provide an environment that protects the rights and dignity of students, faculty, and staff.

3.2 Scope

3.2.1 This District Policy applies to all ICT used to conduct official District/College academic and business functions.

3.3 Definitions

3.3.1 To make ICT "accessible" means to design the ICT to provide a person with a disability the opportunity to acquire the same information, engage in the same interactions, and enjoy the same services as a person without a disability in an equally effective and equally integrated manner, with substantially equivalent ease of use. A person with a disability must be able to obtain the information as fully, equally, and independently as a person without a disability.

3.3.2 An "accessible institution" is one that is committed to the goal that all students, faculty, staff, and constituents, including those with visual, auditory, physical, speech, cognitive, and neurological disabilities, can access the institution's ICT. Specifically, they can perceive, understand, navigate, interact, and contribute to ICT because its content and content-creation tools have been proactively designed to be accessible.

3.3.3 "Accommodation" is an alteration of environment, curriculum format, or equipment that allows an individual with a disability to gain access to content and/or complete assigned tasks. Accommodations must be reasonable and not place an undue burden on the District/College or fundamentally alter the nature of the educational program or service.

3.3.4 An "adopter" of ICT is the faculty, staff or administrator that chooses to use ICT in conjunction with official academic or business functions of the District/College.

3.3.5 "Americans with Disabilities Act (ADA)" refers to the Americans with Disabilities Act of 1990.

3.3.6 "Disability Services and Programs for Students (DSPS)" provides a variety of academic support services to students with disabilities. DSPS's goal is to provide students the opportunity to participate fully in all aspects of College programs and activities through appropriate and reasonable accommodations.

3.3.7 "Information and Communication Technology (ICT)" refers to any information technology, equipment, or interconnected system or subsystem of equipment for which the principal function is the creation, conversion, duplication, automatic acquisition, storage, analysis, evaluation, manipulation, management, movement, control,

display, switching, interchange, transmission, reception, or broadcast of data or information. Examples of ICT are electronic content, telecommunications products, computers and ancillary equipment, software, information kiosks and transaction machines, videos, IT services, and multi-function office machines which copy, scan, and fax documents.

- 3.3.8 “Legacy ICT” is ICT created prior to the adoption of this policy that is not currently accessible.
- 3.3.9 “Remediation” refers to the process of making legacy ICT accessible. A remediation plan is one that successfully modifies legacy ICT (document, website, etc.) so that it is accessible over a period of time.
- 3.3.10 “Section 504” is a part of the Rehabilitation Act of 1973 that prohibits discrimination based upon disability.
- 3.3.11 “Section 508” is a part of the Rehabilitation Act of 1973 that governs accessibility of information technology (IT) in the Federal government, and in any state or locality that accepts federal funding.
- 3.3.12 “WCAG 2.0” or Web Content Accessibility Guidelines (WCAG) 2.0 defines how to make Web content more accessible to people with disabilities. Accessibility involves a wide range of disabilities, including visual, auditory, physical, speech, cognitive, language, learning, and neurological disabilities.

3.4 Standards and Guidelines

- 3.4.1 The District/Colleges shall adhere to the following standards and guidelines related to accessibility of ICT:
 - 3.4.1.1 Sections 504 and 508 of the Rehabilitation Act of 1973;
 - 3.4.1.2 Title II of the Americans with Disabilities Act;
 - 3.4.1.3 Accessibility standards described in the Web Content Accessibility Guidelines (WCAG), version 2.0, levels A and AA, or the most current version approved by the Vice Chancellor of Education and Technology.

3.5 Accommodations

- 3.5.1 Faculty or staff requests for accommodations regarding ICT or legacy ICT shall be resolved by the Vice President of Administration at the College in consultation with Human Resources.

3.6 Selection of ICT and Technology Procurement

- 3.6.1 Within 36 months of the adoption of this policy, all new (i.e., non-existent until after this policy was adopted) or redeveloped (i.e., existing before this Policy was adopted but substantially changed in terms of its functionality or structure after the policy was adopted) ICT shall be made accessible to its expected audiences, unless to do so places an undue burden on the District/Colleges, or to do so will fundamentally alter the nature of the educational program or service.

- 3.6.2 Staff and administrator adopters of ICT shall select and use ICT that is accessible to their expected audiences, unless to do so places an undue burden on the District/College, or to do so will fundamentally alter the nature of the educational program or service.
- 3.6.3 The District/Colleges shall make ICT accessible to its expected audiences in a timely manner and in such a way as to protect the privacy and independence of persons with disabilities.
- 3.6.4 Where ICT cannot be made accessible, the District/Colleges shall provide equally effective alternative access to the student, faculty, staff or administrator.
- 3.6.5 The District/Colleges shall purchase ICT that is accessible to its expected audiences, as long as the technology is available for purchase and does not constitute an undue burden on the District/Colleges or result in fundamental alterations of the educational programs or services of the District/Colleges.
- 3.6.6 Upon request by a qualified person with a disability, legacy ICT shall be made accessible unless to do so constitutes an undue burden on the District/Colleges or results in fundamental alterations of the educational programs or services of the District/Colleges.
- 3.6.7 Where ICT is identified that is not accessible, the District/College shall promptly render the ICT accessible unless to do so constitutes an undue burden on the District/Colleges or results in fundamental alterations of the educational programs or services of the District/Colleges.
- 3.6.8 Where ICT cannot be made accessible, the District/Colleges shall provide equally-effective alternative access to the student, faculty, staff or administrator.

Regulation 7136 ICT Accessibility

1.0 Determination of Undue Burden/Fundamental Alteration

- 1.1 The determination of whether making ICT accessible will place an undue burden on the District/College, or fundamentally alter the nature of the educational program or service, shall be made in accordance with the procedures of Board Policy and Administrative Regulation 2731.
- 1.2 Any determination that making the ICT accessible will place an undue burden on the District/College, shall be made in consultation with the Vice President of Student Services and the General Counsel.

Regulation 8321 Contracts and Contract Procedures

1.0 Construction Contract Change Orders Associated with Bids

- 1.1 Changes to bids will be in conformance with Public Contract Code.
- 1.2 Change orders that do not exceed fifteen thousand dollars (\$15,000) or ten percent (10%) of the contract price shall be approved by the Chancellor or designee and ratified by the Los Rios Community College District Board of

Trustees. Change orders that exceed bid limits or ten percent (10%) of the original contract price (whichever is higher) shall be bid.

2.0 Changes to Purchase Orders and Requisitions

- 2.1** A change to the authorized amount of a purchase order or requisition that is seven hundred fifty dollars (\$750.00) or less can be processed by purchasing staff without additional authorization from the Chancellor or College/District designee.
- 2.2** A change to a purchase order or requisition over seven hundred fifty dollars (\$750.00) must be authorized by the Chancellor or College/District designee.

3.0 Emergency Purchases

3.1 For Contracts that fall under the California Uniform Public Construction Cost Accounting Act (CUPCCAA), in cases of emergency, when repair or replacements of public facilities are necessary, the Board of Trustees may proceed at once to replace or repair any public facility without adopting plans, specifications, strain sheets, or working details, or giving notice for bids to let contracts. The work may be done by day labor under the direction of the governing body, by contractor, or by a combination of the two. The notices to be given and the procedures to be followed shall follow Public Contract Code section 22050.

3.1.1 In cases of emergency, the Board of Trustees by four-fifths vote shall delegate to the Chancellor or designee the authority to enter into emergency contracts, subject to report to the Board of Trustees within 7 days or at its next regularly scheduled meeting which shall be no more than 14 days after the action was taken.

3.1.2 The Chancellor or designee must report at each subsequent meeting until the contract is completed or terminated.

3.1.3 During each regularly scheduled meeting after entering into an emergency contract, the Board of Trustees shall determine, by a four-fifths vote, that there is a need to continue the action and shall terminate the action at the earliest possible date.

3.2 In emergencies not covered by CUPCCAA, in order to prevent work stoppage with respect to any building program, the Chancellor or designee shall be authorized to use individual judgment, subject to a later report to the Board of Trustees and ratification of that action by the Board of Trustees. A unanimous vote of the Board of Trustees is required for emergency purchases. (Pub. Contract Code, § 20654)

4.0 Stop Notices

If a District contractor or subcontractor submits a stop notice or any documentation related to a stop notice, the District shall follow the Stop Notice Procedure attached to this Administrative Regulation as Attachment A.

5.0 Determination of Undue Burden/Fundamental Alteration

- 5.1 The determination of whether making ICT accessible will place an undue burden on the District/College, or fundamentally alter the nature of the educational program or service, shall be made in accordance with the procedures of Board Policy and Administrative Regulation 2731.
- 5.2 Any determination that making the ICT accessible will place an undue burden on the District/College shall be made in consultation with the Vice President of Student Services and the General Counsel.

6.0 Purchasing Accessible Technology

- 6.1 As part of the purchasing process of ICT, the vendor shall supply:
 - 6.1.1 A verified Accessibility Conformance Report (ACR) based on the Voluntary Product Accessibility Template (VPAT) version 2.2;
 - 6.1.2 A statement that provides an evaluation of the product's accessibility; and,
 - 6.1.3 Test results showing the product is accessible.
- 6.2 The District/College making the purchase will provide the following to their IT Department:
 - 6.2.1 Documentation regarding accessibility supplied by the vendor;
- 6.3 In the event that that no suitable product can be found that meets minimum accessibility requirements, a description of the reason the product was selected should be submitted to the Vice President of Administration at the College or the Associate Vice Chancellor of Finance at the District Office.

Summary

The Los Rios Community College District aspires to create and sustain an accessible community, that is, one that provides websites, course materials, documents, and applications that are accessible to all current and future students, faculty, staff, and other constituents.

The District/Colleges will accomplish this by adhering to accepted guidelines and standards for usability and accessibility. Where it is not possible to immediately do so, the District/Colleges will provide students with disabilities with appropriate academic and administrative accommodations that support the fundamental nature of their educational programs through our Disability Services and Programs for Students (DSPS) Offices. For employees with disabilities, the District/Colleges are committed to providing appropriate accommodations to ensure all employees can perform the essential functions of their job.

Appendix A

Person filling out this Checklist:

Component/Agency:

Name:

Title:

Telephone:

Fax number:

E-mail address:

Software application under review:

Title/Version:

Developer:

Customization: choose the most appropriate description:

- (a) commercial off-the-shelf software (used "as is")
- (b) commercial software, but modified for agency use
- (c) custom software developed under contract
- (d) custom software developed in-house

Description: choose the most appropriate:

- (a) word processor
- (b) spreadsheet
- (c) database
- (d) groupware
- (e) e-mail
- (f) Internet browser
- (g) other Internet access
- (h) online database access
- (i) other (describe):

Used by approximately [blank] members of the public and [blank] employees on a weekly basis.

Category	Question	Y	N	N/A
Keyboard Access	1. Does the software provide keyboard equivalents for all mouse actions, including buttons, scroll windows, text entry fields, and pop-up windows?			
Keyboard Access	2. Does the program provide clear and precise instructions for use of all keyboard functions as part of the user documentation?			
Keyboard Access	3. Are instructions regarding keyboard use widely available for all users in your component?			

Keyboard Access	4. Does the software have a logical tabbing order among fields, text boxes, and focal points?
Keyboard Access	5. When navigating screens and dialog boxes using the keyboard, does the focus follow a logical tabbing order?
Keyboard Access	6. Is there a well-defined focal point that moves with keyboard navigation? (<u>e.g.</u> , can you use the arrow keys to navigate through a list followed by pressing the ENTER key or space bar to select the desired item)?
Keyboard Access	7. Are shortcut keys provided for all pull-down menus?
Keyboard Access	8. Does the software support existing accessibility features built into the operating system (<u>e.g.</u> , sticky keys, slow keys, repeat keys in Apple Macintosh OS or Microsoft Windows 95)?
Timing	9. If timed responses are present, does the software allow the user to modify the timing parameters of any required timed responses?
Screen Elements	10. Are all descriptions or labels for fields positioned immediately to the left or directly above the control, and do they end in a colon, so that it is easy for screen reading software to associate the labels with the corresponding fields?
Screen Elements	11. Does every window, object, and control have a clearly named label?
Screen Elements	12. Does the software application use standard controls rather than owner-drawn or custom controls?
Icons	13. Does the software have a user selectable option to display text on icons, <u>i.e.</u> , text only icons or bubble help?
Icons	14. Is the use of icons consistent throughout the application?
Icons	15. Are menus with text equivalents provided for all icon functions or icon selections on menu, tool, and format bars?
Sounds	16. If there are audio alerts, are visual cues also provided? Note: Most operating systems handle this issue in the client/server environment; the question is most relevant in a dumb terminal environment.
Sounds	17. Does the software support the "show sounds" feature where it is built into the operating system?
Sounds	18. Can the user disable or adjust sound volume?
Sounds	19. If information is provided in an audio format, is it also capable of being displayed by the user in a visual format?

- Display 20. Is the software application free of patterned backgrounds used behind text or important graphics?
- Display 21. Can a user override default fonts for printing and text displays?
- Display 22. Can a user adjust or disable flashing, rotating, or moving displays?
- Color 23. Does the software ensure that color-coding is never used as the only means of conveying information or indicating an action?
- Color 24. Does the application support user-defined color settings system-wide?
- Color 25. Is highlighting also viewable with inverted colors?
- Size 26. If the software application draws its own screen elements, does it pick up the size settings that the user has selected in the Control Panel?
- Documentation 27. Are all manuals and documentation provided in electronic format as well as ASCII text files, including text descriptions of any charts, graphs, pictures, or graphics of any nature?
- Documentation 28. Can a user choose to have any report generated by the software made available in a "print to ASCII file" format?
- Training 29. Is special training provided for users with disabilities that will enable them to become familiar with the software and learn how to use it in conjunction with assistive technology provided as an accommodation?

30. After you have evaluated this application using the Checklist, test it by running the application with a sampling of the common assistive technologies used by persons with disabilities (including, at a minimum, screen readers, and, if possible, alternate input devices, screen enlargement software, and voice recognition software and devices). Describe the accessibility successes and problems you encountered during these testing exercises, as well as your plans for addressing any problems: [space provided for answer]

1.0 Intent

- 1.1 It is the policy of the Los Rios Community College District and its Colleges to work to provide Information and Communication Technology (ICT) that is accessible to current and future students, faculty, staff, and other constituents, and to make the District/Colleges accessible institutions.
- 1.2 The District/Colleges are committed to working to provide websites, learning management systems, course materials, documents, and business applications that are usable by all current and future students, faculty, staff, and other constituents.
- 1.3 Student, faculty and staff access to inclusive educational opportunities is one of the District/Colleges' highest priorities and requires a community of stakeholders to design, monitor, and uphold accessible practices. Offices across all Colleges must work collaboratively to provide an environment that protects the rights and dignity of students, faculty, and staff.

2.0 Scope of the Policy

- 2.1 This District Policy applies to all ICT used to conduct official District/College academic and business functions. Attached hereto is the District's ICT Statement. [Appendix A]

3.0 Definitions

- 3.1 To make ICT "accessible" means to design the ICT to provide a person with a disability the opportunity to acquire the same information, engage in the same interactions, and enjoy the same services as a person without a disability in an equally effective and equally integrated manner, with substantially equivalent ease of use. A person with a disability must be able to obtain the information as fully, equally, and independently as a person without a disability.
- 3.2 An "accessible institution" is one that is committed to the goal that all students, faculty, staff, and constituents can access the institution's ICT. Specifically, they can perceive, understand, navigate, interact, and contribute to ICT because the content and content-creation tools have been proactively designed to be accessible.
- 3.3 "Accommodation" is an alteration of environment, curriculum format, or equipment that allows an individual with a disability to gain access to content and/or complete assigned tasks.
- 3.4 An "adopter" of ICT is the faculty, staff or administrator that chooses to use ICT in conjunction with official academic or business functions of the District/College.
- 3.5 "Americans with Disabilities Act (ADA)" refers to the Americans with Disabilities Act of 1990.

- 3.6 “Disability Services and Program for Students (DSPS)” provides a variety of academic support services to students with disabilities. DSPS’s goal is to provide students the opportunity to participate fully in all aspects of College programs and activities through appropriate and reasonable accommodations.
- 3.7 “Information and Communication Technology (ICT)” refers to any information technology, equipment, or interconnected system or subsystem of equipment for which the principal function is the creation, conversion, duplication, automatic acquisition, storage, analysis, evaluation, manipulation, management, movement, control, display, switching, interchange, transmission, reception, or broadcast of data or information. Examples of ICT are electronic content, telecommunications products, computers and ancillary equipment, software, information kiosks and transaction machines, videos, IT services, and multi-function office machines which copy, scan, and fax documents.
- 3.8 “Legacy ICT” is ICT created prior to the adoption of this policy that is not currently accessible.
- 3.9 “Remediation” refers to the process of making legacy ICT accessible. A remediation plan is one that successfully modifies legacy ICT (document, website, etc.) so that it is accessible over a period of time.
- 3.10 “Section 504” is a part of the Rehabilitation Act of 1973 that prohibits discrimination based upon disability.
- 3.11 “Section 508” A part of the Rehabilitation Act of 1973 that governs accessibility of information technology (IT) in the Federal government, and in any state or locality that accepts federal funding.
- 3.12 “WCAG 2.0” or Web Content Accessibility Guidelines (WCAG) 2.0 defines how to make Web content more accessible to people with disabilities. Accessibility involves a wide range of disabilities, including visual, auditory, physical, speech, cognitive, language, learning, and neurological disabilities.

4.0 Standard and Guidelines

- 4.1 The District/Colleges shall adhere to the following standards and guidelines related to accessibility of ICT:
- 4.1.1 Sections 504 and 508 of the Rehabilitation Act of 1973;
- 4.1.2 Title II of the Americans with Disabilities Act;
- 4.1.3 Accessibility standards described in the Web Content Accessibility Guidelines (WCAG), version 2.0, levels A and AA, or the most current version approved by the Vice Chancellor of Education and Technology.

5.0 Accommodations

- 5.1 Student requests for accommodations regarding ICT or legacy ICT shall be resolved by the DSPS offices.

5.2 Appeals of student requests for accommodations shall be resolved pursuant to Administrative Regulation 2731.

5.3 Appeals of faculty, staff or public requests for accommodation shall be resolved by the College's 504 Officer in consultation with Human Resources.

6.0 Selection of ICT

6.1 Within 36 months of the adoption of this policy, all new (i.e. non-existent until after this policy was adopted) or redeveloped (i.e. existing before this policy was adopted but substantially changed in terms of functionality or structure after the policy was adopted) ICT shall be made accessible unless to do so places an undue burden on the District/College, or to do so will fundamentally alter the nature of the educational program or service.

6.2 The District Policy for faculty selection of textbooks and academic materials for courses are set forth in District Policy and Administrative Regulation 7134, however, faculty adopters of ICT shall select ICT that is accessible, unless to do so places an undue burden on the District/College, or to do so will fundamentally alter the nature of the educational program or service.

6.3 The District/Colleges shall make ICT accessible in a timely manner and in such a way as to protect the privacy and independence of persons with disabilities.

6.4 Upon request by a qualified person with a disability, legacy ICT shall be made accessible unless to do so constitutes an undue burden on the District/Colleges or results in fundamental alterations of the educational programs or services of the District/Colleges.

6.5 Where ICT is identified that is not accessible, the District/College shall promptly render the ICT accessible unless to do so constitutes an undue burden on the District/Colleges or results in fundamental alterations of the educational programs or services of the District/Colleges.

6.6 Where ICT cannot be made accessible, the District/Colleges shall provide equally effective alternative access to the student, faculty, staff or administrator.

Policy Adopted:
Policy Revised:
Policy Reviewed:
Adm. Regulation:

LRCCD

DRAFT

1.0 Authorization to Contract

- 1.1 The Chancellor is authorized and empowered to contract in the name of Los Rios Community College District subject to provisions of law and to approval or ratification by the Los Rios Community College District Board of Trustees. (Ed. Code, §§ 81655 and 81656)

2.0 Non-Discrimination and Affirmative Action for Contract Compliance

- 2.1 Any contractor performing work or providing services for the Los Rios Community College District must certify that there is no discrimination in the company's hiring or employment practices because of ethnic group identification, race, color, sex, gender, gender identity, gender expression, pregnancy or childbirth-related condition, sexual orientation, sexual identity, religion or religious creed, age (over forty), national origin, ancestry, physical or mental disability, medical condition, political affiliation or belief, military and veteran status, or marital status.
- 2.2 All contractors, subcontractors, vendors, and suppliers shall be notified of the District's employment policy (compliance with Executive Orders 11246 and 11375) and shall be requested to take appropriate action on their part. On all contracts and bids, contractors, subcontractors, vendors, and suppliers shall be asked to sign a notice of compliance, unless exempted by law.
- 2.3 The Chancellor shall ensure that District purchasing procedures shall comply with state regulations on Minority, Women, and Disabled Veteran Business Enterprise Participation Goals. (Title 5, § 59500)
- 2.4 The Chancellor shall ensure that District purchasing procedures comply with the District's conflict of interest Administrative Regulations.

3.0 Information and Communication Technology Accessibility

3.1 Intent

- 3.1.1 It is the policy of the District and its Colleges to work to provide Information and Communication Technology (ICT) that is accessible to its current and future students, faculty, staff, and other constituents and to make the District/Colleges accessible institutions.
- 3.1.2 The District/Colleges are committed to working to provide websites, learning management systems, course materials, documents, and business applications that are usable by all current and future students, faculty, staff, and other constituents.
- 3.1.3 Student, faculty and staff access to inclusive educational opportunities is one of the District/Colleges' highest priorities and requires a community of stakeholders to design, monitor, and uphold accessible practices.

Offices across all Colleges must work collaboratively to provide an environment that protects the rights and dignity of students, faculty, and staff.

3.2 Scope

3.2.1 This District Policy applies to all ICT used to conduct official District/College academic and business functions.

3.3 Definitions

3.3.1 To make ICT “accessible” means to design the ICT to provide a person with a disability the opportunity to acquire the same information, engage in the same interactions, and enjoy the same services as a person without a disability in an equally effective and equally integrated manner, with substantially equivalent ease of use. A person with a disability must be able to obtain the information as fully, equally, and independently as a person without a disability.

3.3.2 An “accessible institution” is one that is committed to the goal that all students, faculty, staff, and constituents, including those with visual, auditory, physical, speech, cognitive, and neurological disabilities, can access the institution’s ICT. Specifically, they can perceive, understand, navigate, interact, and contribute to ICT because its content and content-creation tools have been proactively designed to be accessible.

3.3.3 “Accommodation” is an alteration of environment, curriculum format, or equipment that allows an individual with a disability to gain access to content and/or complete assigned tasks.

3.3.4 An “adopter” of ICT is the faculty, staff or administrator that chooses to use ICT in conjunction with official academic or business functions of the District/College.

3.3.5 “Americans with Disabilities Act (ADA)” refers to the Americans with Disabilities Act of 1990.

3.3.6 “Disability Services and Program for Students (DSPS)” provides a variety of academic support services to students with disabilities. DSPS’s goal is to provide students the opportunity to participate fully in all aspects of College programs and activities through appropriate and reasonable accommodations.

3.3.7 “Information and Communication Technology (ICT)” refers to any information technology, equipment, or interconnected system or subsystem of equipment for which the principal function is the creation, conversion, duplication, automatic acquisition, storage, analysis, evaluation, manipulation, management, movement, control, display, switching, interchange, transmission, reception, or broadcast of data or information. Examples of ICT are electronic content, telecommunications products, computers and ancillary equipment, software, information

kiosks and transaction machines, videos, IT services, and multi-function office machines which copy, scan, and fax documents.

3.3.8 “Legacy ICT” is ICT created prior to the adoption of this policy that is not currently accessible.

3.3.9 “Remediation” refers to the process of making legacy ICT accessible. A remediation plan is one that successfully modifies legacy ICT (document, website, etc.) so that it is accessible over a period of time.

3.3.10 “Section 504” is a part of the Rehabilitation Act of 1973 that prohibits discrimination based upon disability.

3.3.11 “Section 508” A part of the Rehabilitation Act of 1973 that governs accessibility of information technology (IT) in the Federal government, and in any state or locality that accepts federal funding.

3.3.12 WCAG 2.0” or Web Content Accessibility Guidelines (WCAG) 2.0 defines how to make Web content more accessible to people with disabilities. Accessibility involves a wide range of disabilities, including visual, auditory, physical, speech, cognitive, language, learning, and neurological disabilities.

3.4 Standards and Guidelines

3.4.1 The District/Colleges shall adhere to the following standards and guidelines related to accessibility of ICT:

3.4.1.1 Sections 504 and 508 of the Rehabilitation Act of 1973;

3.4.1.2 Title II of the Americans with Disabilities Act;

3.4.1.3 Accessibility standards described in the Web Content Accessibility Guidelines (WCAG), version 2.0, levels A and AA, or the most current version approved by the Vice Chancellor of Education and Technology.

3.5 Accommodations

3.5.1 Faculty or staff requests for accommodations regarding ICT or legacy ICT shall be resolved by the Vice President of Administration at the College in consultation with Human Resources.

3.6 Selection of ICT and Technology Procurement

3.6.1 Within 36 months of the adoption of this policy, all new (i.e. non-existent until after this policy was adopted) or redeveloped (i.e. existing before this Policy was adopted but substantially changed in terms of its functionality or structure after the policy was adopted) ICT shall be made accessible, unless to do so places an undue burden on the District/College, or to do so will fundamentally alter the nature of the educational program or service..

3.6.2 Staff and administrator adopters of ICT shall select ICT that is accessible,

unless to do so places an undue burden on the District/College, or to do so will fundamentally alter the nature of the educational program or service.

3.6.3 The District/Colleges shall make ICT accessible in a timely manner and in such a way as to protect the privacy and independence of persons with disabilities.

3.6.4 Where ICT cannot be made accessible, the District/Colleges shall provide equally effective alternative access to the student, faculty, staff or administrator.

3.6.5 The District/Colleges shall purchase ICT that is accessible, as long as the technology is available for purchase and does not constitute an undue burden on the District/Colleges or result in fundamental alterations of the educational programs or services of the District/Colleges.-

3.6.6 Upon request by a qualified person with a disability, Legacy ICT shall be made accessible unless to do so constitutes an undue burden on the District/Colleges or result in fundamental alterations of the educational programs or services of the District/Colleges.

3.6.7 Where ICT is identified that is not accessible, the District/College shall promptly render the ICT accessible unless to do so constitutes and undue burden on the District/Colleges or results in fundamental alterations of the educational programs or services of the District/Colleges.

~~2.4.13.~~3.6.8 Where ICT cannot be made accessible, the District/Colleges shall provide equally effective alternative access to the student, faculty, staff or administrator.

(Formerly P-8311)

LRCCD

Policy Adopted: 9/1/65

Policy Revised: 1/23/74; 2/4/81; 6/16/82; 4/19/95; 6/10/15; 11/9/16

Policy Reviewed: 11/9/16

Adm. Regulation: R-8321

DRAFT

1.0 Determination of Undue Burden/Fundamental Alteration

1.1 The determination of whether making ICT accessible will place an undue burden on the District/College, or fundamentally alter the nature of the educational program or service, shall be made in accordance with the procedures of Board Policy and Administrative Regulation 2731.

1.2 Any determination that making the ICT accessible will place an undue burden on the District/College shall be made in consultation with the Vice President of Student Services and the General Counsel.

LRCCD

Regulation Adopted:

Regulation Revised:

Regulation Reviewed:

Board Policy:

DRAFT 8/28/18

[Regulation - 8000 Business](#) || [Table of Contents](#) || [Back](#) || [Next](#)

1.0 Construction Contract Change Orders Associated with Bids

- 1.1 Changes to bids will be in conformance with Public Contract Code.
- 1.2 Change orders that do not exceed fifteen thousand dollars (\$15,000) or ten percent (10%) of the contract price shall be approved by the Chancellor or designee and ratified by the Los Rios Community College District Board of Trustees. Change orders that exceed bid limits or ten percent (10%) of the original contract price (whichever is higher) shall be bid.

2.0 Changes to Purchase Orders and Requisitions

- 2.1 A change to the authorized amount of a purchase order or requisition that is seven hundred fifty dollars (\$750.00) or less can be processed by purchasing staff without additional authorization from the Chancellor or College/District designee.
- 2.2 A change to a purchase order or requisition over seven hundred fifty dollars (\$750.00) must be authorized by the Chancellor or College/District designee.

3.0 Emergency Purchases

- 3.1 For Contracts that fall under the California Uniform Public Construction Cost Accounting Act (CUPCCAA), in cases of emergency, when repair or replacements of public facilities are necessary, the Board of Trustees may proceed at once to replace or repair any public facility without adopting plans, specifications, strain sheets, or working details, or giving notice for bids to let contracts. The work may be done by day labor under the direction of the governing body, by contractor, or by a combination of the two. The notices to be given and the procedures to be followed shall follow Public Contract Code section 22050.
 - 3.1.1 In cases of emergency, the Board of Trustees by four-fifths vote shall delegate to the Chancellor or designee the authority to enter into emergency contracts, subject to report to the Board of Trustees within 7 days or at its next regularly scheduled meeting which shall be no more than 14 days after the action was taken.
 - 3.1.2 The Chancellor or designee must report at each subsequent meeting until the contract is completed or terminated.
 - 3.1.3 During each regularly scheduled meeting after entering into an emergency contract, the Board of Trustees shall determine, by a four-fifths vote, that there is a need to continue the action and shall terminate the action at the earliest possible date.
- 3.2 In emergencies not covered by CUPCCAA, in order to prevent work stoppage with respect to any building program, the Chancellor or designee shall be

authorized to use individual judgment, subject to a later report to the Board of Trustees and ratification of that action by the Board of Trustees. A unanimous vote of the Board of Trustees is required for emergency purchases. (Pub. Contract Code, § 20654)

4.0 [Stop Notices](#)

If a District contractor or subcontractor submits a stop notice or any documentation related to a stop notice, the District shall follow the Stop Notice Procedure attached to this Administrative Regulation as [Attachment A](#).

5.0 [Determination of Undue Burden/Fundamental Alteration](#)

5.1 [The determination of whether making ICT accessible will place an undue burden on the District/College, or fundamentally alter the nature of the educational program or service, shall be made in accordance with the procedures of Board Policy and Administrative Regulation 2731.](#)

5.2 [Any determination that making the ICT accessible will place an undue burden on the District/College shall be made in consultation with the Vice President of Student Services and the General Counsel.](#)

6.0 [Purchasing Accessible Technology](#)

6.1 [As part of the purchasing process of ICT, the vendor shall supply:](#)

6.1.1 [A verified Accessibility Conformance Report \(ACR\) based on the Voluntary Product Accessibility Template \(VPAT\) version 2.2;](#)

6.1.2 [a statement that provides an evaluation of the product’s accessibility; and](#)

6.1.3 [Test results showing the product is accessible.](#)

6.2 [The District/College making the purchase will provide the following to their IT Department:](#)

6.2.1 [Documentation regarding accessibility supplied by the vendor;](#)

6.3 [In the event that no suitable product can be found that meets minimum accessibility requirements, a description of the reason the product was selected should be submitted to the Vice President of Administration at the College or the Associate Vice Chancellor of Finance at the District Office.](#)

(Formerly R-8311)

LRCCD

Adm. Regulation Adopted: 6/23/65

Adm. Regulation Revised: 10/16/68; 2/4/81; 6/16/82; 4/19/95; 1/27/97; 1/15/03; 4/17/06; 4/27/15

Adm. Regulation Reviewed: 4/27/15


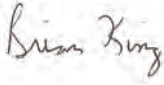
Board Policy: [P-8321](#)

[DRAFT 3/28/19](#)

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: September 11, 2019

SUBJECT:	Public Hearing: Adoption of 2019-20 Proposed Budgets	ATTACHMENT: Yes	
		ENCLOSURE: Budget Book	
AGENDA ITEM:	Action Item A	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	 Mario Rodriguez, Vice Chancellor Finance and Administration	CONSENT/ROUTINE	
		FIRST READING	
APPROVED FOR CONSIDERATION:	 Brian King, Chancellor	ACTION	X
		INFORMATION	

BACKGROUND:

The 2019-20 General fund tentative budget, adopted by the Board of Trustees in June, has been revised to reflect the enacted State budget. The Board is required to hold a public hearing on the proposed budget for the fiscal year on or before the 15th day of September. Budget revisions will be brought to the Board as needed, typically at least twice during the year.

The Governor’s May Revise proposal for California’s Community Colleges was the basis for the tentative budget. The enacted State budget is very similar to the May Revise, with the following major changes:

- Refinements to the Student Centered Funding Formula that only include the highest award per year for outcomes, adjustments to the definition of a transfer student, provides a three-year average for the outcomes portion of the formula, and locks in the outcomes portion of the formula to 10-percent.
- Expands financial aid by increasing the competitive Cal Grant awards and removes the prohibition on AB540 students applying for competitive Cal Grants.
- Allocates funding towards both the CalPERS and CalSTRS retirement systems to reduce the unfunded liability and slightly lower the employer contribution rates.
- Awards all of the California Community College Board of Governor’s approved capital outlay projects funded through Proposition 51.

The enacted budget reduces the Los Rios Tentative budget by approximately \$900,000 under the Student Centered Funding Formula. The funding formula changes between the May revise and enacted result in a slightly lower projection for 2019-20. The X budget projects the formula would yield the same funding as 2018- 19, which is less than the hold harmless but maintains the current operational level. The Y budget projects the formula will yield the same as the hold harmless. The Z budget projects funding above the hold harmless.

The District's fiscal health is strong. The budget is balanced and reserves are healthy. In 2016-17, the Board modified its policy on the level of general fund contingency reserves from 3% to 5%. At the end of 2018-19, the uncommitted fund balance was at 5% of revenues and the overall unrestricted general fund balance was over 16% of expenditures. Additionally, there are sufficient resources in the Capital Outlay Projects Fund that could be accessed to support operational needs if needed. Further, the District continues to fund and refine projections to mitigate the impact of increasing employer contributions required by CalPERS and CalSTRS.

STATUS:

The budget scenarios for the General Fund are titled the X, Y, and Z budgets. The X budget projects the formula would yield the same funding as 2018-19, which is less than the hold harmless but maintains the current operational level. The Y budget projects the formula will yield the same as the hold harmless. The Z budget projects funding above the hold harmless. All three include a hold back of on-going funds to reflect that those revenues are from the summer shift and will be regarded as one-time only. All three also reflect an increase in on-going funding due to the COLA.

The variations in the X, Y and Z budgets are captured in the appropriation area entitled Program and Salary Improvement and the three budgets are summarized on the attached General Fund schedule. The District is currently operating at the X budget level.

RECOMMENDATION:

It is recommended that the Board of Trustees conduct a public hearing to receive comments on the proposed budgets and adopt the 2019-20 proposed budgets for the General Fund (Z budget), Instructionally-Related, Special Revenue, Capital Projects, Debt Service, Enterprise, Internal Service, Fiduciary, Trust and Auxiliary Funds of the District for filing with the appropriate County/State agencies.

LOS RIOS COMMUNITY COLLEGE DISTRICT
General Fund
2019-2020 Adopted Budget

Schedule I

	X MINIMUM FUNDING	Y MID-RANGE FUNDING	Z BUDGET MAXIMUM OPTIMISTIC
BEGINNING FUND BALANCE, JULY 1:			
Uncommitted	\$ 21,432,062	\$ 21,432,062	\$ 21,432,062
Committed	36,536,917	36,536,917	36,536,917
Restricted	8,382,766	8,382,766	8,382,766
Total Beginning Fund Balance	<u>66,351,745</u>	<u>66,351,745</u>	<u>66,351,745</u>
REVENUES:			
Base Revenue	201,997,465	201,997,465	201,997,465
Cost of Living Adjustment (COLA) - Net	6,687,816	6,687,816	6,687,816
Funding above 2018-19 final (On-going & OTO)		5,144,033	16,890,212
Enrollment Fees and Property Taxes	109,380,887	109,380,887	109,380,887
Total Base Allocation, COLA & Growth	<u>318,066,168</u>	<u>323,210,201</u>	<u>334,956,380</u>
Lottery	5,900,000	6,961,055	8,022,110
Other Revenue:			
Non-Resident/International Student Tuition	4,679,444	4,679,444	4,679,444
Other State	20,127,539	20,127,539	20,127,539
Community Services	1,185,458	1,185,458	1,185,458
Other Income	4,424,910	6,156,410	6,156,410
Interfund Transfers, Other	212,605	212,605	212,605
Total Other Revenue	<u>30,629,956</u>	<u>32,361,456</u>	<u>32,361,456</u>
Total General Purpose Revenue	<u>354,596,124</u>	<u>362,532,712</u>	<u>375,339,946</u>
Special Program Revenue	111,064,159	111,064,159	111,064,159
Total Revenue	<u>465,660,283</u>	<u>473,596,871</u>	<u>486,404,105</u>
Total Revenue & Beginning Fund Balance	<u>\$ 532,012,028</u>	<u>\$ 539,948,616</u>	<u>\$ 552,755,850</u>
APPROPRIATIONS:			
Current Operational Level	\$ 493,182,435	\$ 493,182,435	\$ 493,182,435
Program and Salary Improvement	8,113,622	16,050,210	28,857,444
Total Appropriations	<u>501,296,057</u>	<u>509,232,645</u>	<u>522,039,879</u>
ENDING FUND BALANCE, JUNE 30:			
Uncommitted	21,432,062	21,432,062	21,432,062
Committed	4,686,917	4,686,917	4,686,917
Restricted	4,596,992	4,596,992	4,596,992
Total Ending Fund Balance	<u>30,715,971</u>	<u>30,715,971</u>	<u>30,715,971</u>
Total Appropriations & Ending Fund Balance	<u>\$ 532,012,028</u>	<u>\$ 539,948,616</u>	<u>\$ 552,755,850</u>

LOS RIOS COMMUNITY COLLEGE DISTRICT **Schedule II**
Other Governmental Funds - General Fund Sub-Fund and Special Revenue
2019-2020 Adopted Budget

DESCRIPTION	INSTRUCTIONALLY RELATED ACTIVITIES FUND	CHILD DEVELOPMENT FUND
Beginning Fund Balance, July 1:		
Uncommitted	\$ 4,059,740	\$ 249,996
Total Beginning Fund Balance	4,059,740	249,996
Revenues:		
Federal		117,000
State		1,766,010
Local	1,617,713	133,000
Interfund Transfers In	615,705	1,022,412
Total Revenues	2,233,418	3,038,422
Total Revenues and Beginning Fund Balance	\$ 6,293,158	\$ 3,288,418
Appropriations:		
Academic Salaries	\$ 2,000	\$ -
Classified Salaries	188,211	1,803,975
Employee Benefits	5,746	982,246
Books, Supplies, and Food	764,000	195,072
Other Operating Expenses	1,145,894	37,554
Capital Outlay	100,092	19,575
Interfund Transfers Out	5,575	
Payments to Students	21,900	
Total Appropriations	2,233,418	3,038,422
Ending Fund Balance, June 30:		
Uncommitted	4,059,740	249,996
Total Ending Fund Balance	4,059,740	249,996
Total Appropriations and Ending Fund Balance	\$ 6,293,158	\$ 3,288,418

LOS RIOS COMMUNITY COLLEGE DISTRICT
Other Governmental Funds - Capital Projects Funds
2019-2020 Adopted Budget

Schedule III

DESCRIPTION	CAPITAL OUTLAY PROJECTS FUND	BOND PROJECTS FUNDS*
Beginning Fund Balance, July 1:		
Uncommitted	\$ 13,300,000	\$ -
Committed Funds/Projects in Progress	107,831,590	141,547,522
Total Beginning Fund Balance	121,131,590	141,547,522
Revenues:		
State	3,314,061	
Local, including Interest Income	3,324,463	100,000
Interfund Transfers In	14,741,778	
Total Revenues	21,380,302	100,000
Total Revenues and Beginning Fund Balance	\$ 142,511,892	\$ 141,647,522
Appropriations:		
Capital Outlay	\$ 128,976,529	\$ 141,612,522
Interfund Transfers Out/Other	235,363	
Bond Issuance and Service Costs		35,000
Total Appropriations	129,211,892	141,647,522
Ending Fund Balance, June 30:		
Uncommitted	13,300,000	
Total Ending Fund Balance	13,300,000	-
Total Appropriations and Ending Fund Balance	\$ 142,511,892	\$ 141,647,522

* Prior year appropriations include projects spanning more than one fiscal year that will not be fully expended. Funds remaining at year-end will be re-appropriated in the Adopted Budget.

LOS RIOS COMMUNITY COLLEGE DISTRICT
Other Governmental Funds - Debt Service Funds
2019-2020 Adopted Budget

Schedule IV

DESCRIPTION	BOND INTEREST AND REDEMPTION FUND	OTHER DEBT SERVICE FUND
Beginning Fund Balance, July 1:		
Restricted	\$ 33,709,437	\$ -
Committed		27,553
Total Beginning Fund Balance	33,709,437	27,553
Revenues:		
Local		
Property Taxes/Bond Premiums	38,482,089	
Interest Income	785,346	402,000
Total Revenues	39,267,435	402,000
Total Revenues and Beginning Fund Balance	\$ 72,976,872	\$ 429,553
Appropriations:		
Bond Principal/Interest Expense	\$ 39,260,285	\$ -
Bond Issuance/Service Costs	7,150	
Interfund Transfers Out/Other		402,000
Total Appropriations	39,267,435	402,000
Ending Fund Balance, June 30:		
Restricted	33,709,437	
Committed		27,553
Total Ending Fund Balance	33,709,437	27,553
Total Appropriations and Ending Fund Balance	\$ 72,976,872	\$ 429,553

LOS RIOS COMMUNITY COLLEGE DISTRICT
Enterprise Funds
2019-2020 Adopted Budget

Schedule V

DESCRIPTION	BOOKSTORE FUND	REGIONAL PERFORMING ARTS (HARRIS) CENTER FUND
Beginning Fund Balance:		
Uncommitted	\$ 1,152,404	\$ (265,186)
Committed	8,005,548	977,178
Total Beginning Fund Balance	9,157,952	711,992
Revenues:		
Local		
Auxiliary Operations/Sales	12,000,000	4,250,000
Other Local, Interest & Transfers	220,000	1,500,000
Interfund Transfers In		63,072
Total Revenues	12,220,000	5,813,072
Total Revenues and Beginning Fund Balance	\$ 21,377,952	\$ 6,525,064
Appropriations:		
Cost of Sales	\$ 8,200,000	\$ -
Classified Salaries	2,000,000	1,722,876
Employee Benefits	680,000	436,705
Depreciation	110,000	
Other Operating Expenses	657,272	3,653,491
Interfund Transfers Out/Other	572,728	
Total Appropriations	12,220,000	5,813,072
Ending Fund Balance:		
Uncommitted	1,152,404	(243,571)
Committed	8,005,548	955,563
Total Ending Fund Balance	9,157,952	711,992
Total Appropriations and Ending Fund Balance	\$ 21,377,952	\$ 6,525,064

The Bookstore Fund fiscal year is May 1st thru April 30th.

The Regional Performing Arts Center and Self Insurance Funds' fiscal years are July 1st thru June 30th.

LOS RIOS COMMUNITY COLLEGE DISTRICT
Internal Service Funds
2019-2020 Adopted Budget

Schedule VI

DESCRIPTION	SELF- INSURANCE FUND	RETIREE BENEFIT FUND
Beginning Fund Balance:		
Committed	\$ 734,237	\$ 12,932,722
Total Beginning Fund Balance	734,237	12,932,722
Revenues:		
Auxiliary Operations/Sales	7,382,577	
Other Local, Interest & Transfers	293,500	175,000
Total Revenues	7,676,077	175,000
Total Revenues and Beginning Fund Balance	\$ 8,410,314	\$ 13,107,722
Appropriations:		
Classified Salaries	\$ 202,593	\$ -
Employee Benefits	90,908	
Other Operating Expenses	7,382,576	
Total Appropriations	7,676,077	-
Ending Fund Balance:		
Committed	734,237	13,107,722
Total Ending Fund Balance	734,237	13,107,722
Total Appropriations and Ending Fund Balance	\$ 8,410,314	\$ 13,107,722

LOS RIOS COMMUNITY COLLEGE DISTRICT
Fiduciary, Trust and Auxiliary Funds
2019-2020 Adopted Budget

Schedule VII

DESCRIPTION	STUDENT FINANCIAL AID	STUDENT ASSOCIATION	SCHOLARSHIP AND LOAN FUND	FOUNDATION
Beginning Fund Balance, July 1:				
Uncommitted	\$ -	\$ 343,067	\$ -	\$ 1,876,429
Committed		573,613	1,544,354	13,492,457
Total Beginning Fund Balance	-	916,680	1,544,354	15,368,886
Revenues:				
Federal	84,988,776			
State	10,800,000			
Local		189,485	50,000	3,368,000
Interfund Transfers In	3,576,830		2,000	
Total Revenues	99,365,606	189,485	52,000	3,368,000
Total Revenues and Beginning Fund Balance	\$ 99,365,606	\$ 1,106,165	\$ 1,596,354	\$ 18,736,886
Appropriations:				
Classified Salaries	\$ -	\$ -	\$ -	\$ -
Books, Supplies & Materials		25,990	1,000	
Other Operating Expenses	145,548	154,095		
Student Financial Aid	99,220,058			
Scholarships/Awards		9,400	7,270	
Auxiliary Activities				8,411,745
In-Kind Contributions				256,000
Interfund Transfers Out			43,730	
Total Appropriations	99,365,606	189,485	52,000	8,667,745
Ending Fund Balance, June 30:				
Uncommitted		343,067		1,301,284
Committed		573,613	1,544,354	8,767,857
Total Ending Fund Balance	-	916,680	1,544,354	10,069,141
Total Appropriations and Ending Fund Balance	\$ 99,365,606	\$ 1,106,165	\$ 1,596,354	\$ 18,736,886

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: September 11, 2019

SUBJECT:	Citizens' Bond Oversight Committee Annual Report 2018-19	ATTACHMENT: None	
		ENCLOSURE: Yes	
AGENDA ITEM:	Information Item A	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	<div style="text-align: right;"><i>U. Rodriguez</i></div> Mario Rodriguez, Vice Chancellor Finance and Administration	CONSENT/ROUTINE	
		FIRST READING	
APPROVED FOR CONSIDERATION:	<div style="text-align: right;"><i>Brian King</i></div> Brian King, Chancellor	ACTION	
		INFORMATION	X

BACKGROUND:

On March 5, 2002, the electorate of the Los Rios Community College District approved Measure A, the District's \$265 million general obligation bond program. In November 2008, the electorate also approved Measure M in the amount of \$475 million. Both elections were conducted under Proposition 39, which requires the establishment of a Citizens' Bond Oversight Committee. The Oversight Committee Bylaws also require that an annual written report be presented to the Board of Trustees in open session.

STATUS:

The District's Oversight Committee was created in spring 2002 and concluded its seventeenth full year of operation on June 30, 2019. Consistent with the Oversight Committee Bylaws and state statutes, it is appropriate to present the Committee's Annual Report for the 2018-19 year in fulfillment of the requirements of Article XIII A, Section 1(b)(3) of the California Constitution.

RECOMMENDATION:

It is recommended that the Board of Trustees receive the 2018-19 Annual Report from the Citizens' Bond Oversight Committee.