

# LOS RIOS COMMUNITY COLLEGE DISTRICT

## BOARD MEETING AGENDA Wednesday, September 11, 2024 5:30pm

**Meeting Location:**  
Los Rios Community College District  
Board Room  
1919 Spanos Court  
Sacramento, CA 95825

<b>1. CALL TO ORDER</b>	Board President
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### 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. Speakers are limited to up to three minutes. If you wish to speak to a particular item on the current board agenda, your comments will be taken up at the time the Board takes up that item.

Members of the public have two options to offer public comment:

1. Email your full name and the matter you wish to speak about to [board@losrios.edu](mailto:board@losrios.edu) by 3:00pm on the day of the meeting, and you will be called on by the Board President during this portion of the meeting.
2. Submit a yellow "Speaker's Card" to the Clerk of the Board before the meeting is called to order.

### 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, 2024 (page 3)	Brian King
B. Curriculum Proposals: ARC/CRC/FLC/SCC (page 11)	Jamey Nye
C. 2024-25 Education Protection Account Expenditure Plan (page 19)	Mario Rodriguez
D. District Annual Investment Report (page 21)	Mario Rodriguez
E. Special Event Authorization (page 26)	Peter Khang
F. Disposition of Surplus Equipment (page 28)	Mario Rodriguez
G. Ratify: Bid Transactions (page 29)	Mario Rodriguez
H. Ratify: Grants and Contracts Awarded (page 30)	Brian King
I. Purchase Orders, Warrants, Checks and Electronic Transfers (page 31)	Mario Rodriguez
J. Human Resources Transactions (page 33)	Mario Rodriguez

### 4. ACTION

A. Public Hearing: Adoption of 2024-25 Proposed Budgets (page 85)	Mario Rodriguez
B. Los Rios Community College District Equal Employment Opportunity Certification Form (page 94)	Mario Rodriguez
C. Resolution No. 2024-10: Intention to Approve a Contract Between CalPERS and LRCCD for Participation in the School Safety Members Pension (page 158)	Mario Rodriguez

### 5. INFORMATION

A. Citizens' Bond Oversight Committee Annual Report 2023-24 (page 169)	Mario Rodriguez
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### 6. BOARD MEMBER REPORTS

### 7. FUTURE AGENDA ITEMS

<p><b>8. REPORTS and COMMENTS</b></p> <ul style="list-style-type: none"> <li>▪ Student Association</li> <li>▪ Classified Senate</li> <li>▪ Academic Senate</li> <li>▪ Other Recognized Constituencies</li> <li>▪ Chancellor’s Report</li> </ul>
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<p><b>9. CLOSED SESSION</b></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. Closed Session is not open to the public.</i></p>
<p>A. Conference with Labor Negotiators (Government Code Section 54957.6). Agency designated representatives: Chancellor Brian King and Executive Vice Chancellor Mario Rodriguez. Employee organization: SEIU Local 1021</p>
<p>B. Conference with Legal Counsel – Anticipated Litigation (Government Code section 54956.9(d)(2)) – 1 case</p>
<p>C. Conference with Legal Counsel – Existing Litigation - (Government Code Section 54956.9(d)(1): Sacramento County Superior Court Case #23CV008919</p>
<p>D. Pursuant to Government Code section 54957: Public Employee Performance Evaluation: Chancellor</p>

<p><b>10. OPEN SESSION: REPORT OF ANY ACTION TAKEN IN CLOSED SESSION, IF NECESSARY</b></p>
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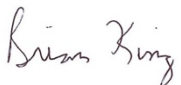
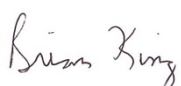
<p><b>11. ADJOURNMENT</b></p>
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<b>LOS RIOS BOARD OF TRUSTEES</b>			
<b>Pamela Haynes</b> President ▪ Area 5	<b>Kelly Wilkerson</b> Vice President ▪ Area 4	<b>Dustin Johnson</b> ▪ Area 1 <b>Robert Jones</b> ▪ Area 2 <b>John Knight</b> ▪ Area 3	<b>Deborah Ortiz</b> ▪ Area 6 <b>Tami Nelson</b> ▪ Area 7 <b>Medhi Sougrati</b> ▪ 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) 568-3039. Next Regular Board Meeting: October 16, 2024</p>			
<p>Public records provided to the Board for the items listed on the open session portion of this agenda will be posted on the District’s website: <a href="http://www.losrios.edu">www.losrios.edu</a> as soon as they are available.</p>			
<b>Help Us Help You</b>			
<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 (568-3039) 48 hours in advance will enable the District to make arrangements to ensure meeting accessibility. The District will swiftly resolve those requests consistent with the ADA and resolving any doubt in favor of accessibility.</p>			
<b>Los Rios Community College District Indigenous Land Acknowledgment Statement</b>			
<p>In the spirit of community and social justice, we acknowledge the land on which our four colleges reside as the traditional homelands of the Nisenan, Maidu, and Miwok tribal nations. These sovereign people have been the caretakers of the health of the rivers, the wildlife, the plant life, and the overall eco-social balance in the greater Sacramento region since time immemorial.</p> <p>Despite centuries of genocide and occupation, the Nisenan, Maidu, and Miwok continue as vibrant and resilient tribes and bands, both Federally recognized and unrecognized. Tribal citizens of these nations continue to be an active and important part of our Los Rios college community. We take this opportunity to acknowledge the land and our responsibility to the original peoples, the present-day Nisenan, Maidu, and Miwok tribal nations.</p>			

# LOS RIOS COMMUNITY COLLEGE DISTRICT

**PRESENTED TO BOARD OF TRUSTEES**

**DATE:** September 11, 2024

<b>SUBJECT:</b>	Board Meeting Minutes: August 14, 2024	ATTACHMENT: None	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
<b>AGENDA ITEM:</b>	Consent Item A	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	 Brian King, Chancellor	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	 Brian King, Chancellor	ACTION	
		INFORMATION	

**STATUS:**

The minutes of the Board of Trustees meeting held on August 14, 2024 are attached for the Board's review and consideration.

**RECOMMENDATION:**

It is recommended that the Board of Trustees approve the minutes of the meeting held on August 14, 2024.

**LOS RIOS COMMUNITY COLLEGE DISTRICT**  
**Board Meeting Minutes**  
**Wednesday, August 14, 2024**

**1. CALL TO ORDER**

The board meeting was called to order by President Haynes at 5:30 p.m., in the Board Room at 1919 Spanos Court, Sacramento, CA 95825.

***Present:***

Pam Haynes, President  
Kelly Wilkerson, Vice President  
Dustin Johnson  
John Knight  
Robert Jones  
Deborah Ortiz  
Tami Nelson

Mehdi Sougrati, Student Trustee

Brian King, Chancellor

**2. ORAL COMMUNICATIONS**

Dale Greene addressed the Board of Trustees regarding gender-neutral restrooms at Sacramento City College.

Laura Cavazos addressed the Board of Trustees regarding custodial wages and safety on campus.

Brian Boulware addressed the Board of Trustees regarding wages for the HVAC department.

**3. CONSENT CONSIDERATIONS**

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

*Roll Call Vote:*

*Aye: Haynes, Johnson, Jones, Knight, Nelson, Ortiz, Wilkerson*

*No: None*

*Absent: None*

*Student Advisory Vote: Aye*

Motion carried; 7:0

A. Board Meeting Minutes: July 10 and 24, 2024

That the Board of Trustees approve the minutes of the board meetings held on July 10 and 24, 2024.

B. Los Rios College Foundation – Quarterly Investment Report

That the Board of Trustees receive the Foundation Quarterly Investment Report for the quarter ended June 30, 2024.

C. Acceptance of Gifts: Colleges and Foundation

That the Board of Trustees accept the in-kind gifts amounting to \$41,395.21 as reflected in the August board agenda packet.

D. District Bank Accounts

That the Board of Trustees affirm the continuing need for the separate bank accounts used by the District, listed in the August board agenda packet.

E. Disposition of Surplus Equipment – Salvage Value Greater than \$5,000

That the Board of Trustees approve the disposal of the items listed in the August board agenda packet, per Education Code section 81450-81450.5.

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. Special Event Authorization

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

Date of Event	College	Location	Name of Event	Alcohol
08/21/2024	FLC	Rancho Cordova Center	Sutter Health Check Presentation for FLC's Rancho Cordova Center Healthcare Hub	Wine
09/07/2024	FLC	Harris Center	FLC's 20 <sup>th</sup> Anniversary Celebration	Beer and wine
09/17/2024	FLC	Harris Center	Inductive Automation Ignition Conference	Beer and wine

H. Ratify: Bid Transactions

That the Board of Trustees ratify and/or approve the bid transaction as listed herein.

CHANGE ORDERS				
Bid No	Change Amount	Change Number	Vendor	New Contract Total
24004	\$38,881.00	1	TNT Industrial, Inc.	\$2,133,585.00

BID AWARDS					
Bid No	Description	No of Responses	Award Date	Successful Vendor	Total Contract
25001	DW Elevator Maintenance	1	8/14/2024	Elevator Industries Inc.	\$119,662.00

I. 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>SCC Puente Project</p> <ul style="list-style-type: none"> <li>Funding is supporting Puente student enrichment programs and mentor activities such as field trips, college visits, programmatic events, orientations, cultural field trips and costs associated with Puente-branded promotional items and materials.</li> <li>07/01/2023 - 06/30/2026</li> <li>Administrator: Dr. Tanya Anderson, Dean of Engagement and Completion</li> </ul>	SCC	\$85,000	The Regents of the University of California
<p>Strong Workforce Project – PIC Netlabs</p> <ul style="list-style-type: none"> <li>Funding is provided to maintain NetLabs, including support for remote access to virtual machines, routers, firewall resources and other software to support NetLabs coding classes and instruction.</li> <li>07/01/2024 – 06/30/2025</li> <li>Administrator: Theresa Milan, Associate Vice President of Workforce and Online Engagement</li> </ul>	WEDC	\$58,145	Butte-Glenn Community College District
<p>Early Childhood Education Apprenticeship Program – City of Sacramento</p> <ul style="list-style-type: none"> <li>Funding is being used to provide education and training to apprentices who will enroll in courses at Los Rios while working at Early Learning &amp; Childcare centers throughout Sacramento. Apprentices will receive on-the-job training and mentoring from experienced ECE teachers, and supportive services including tutoring and educational counseling from Los Rios staff. The ECE Apprenticeship Program is designed to meet the immediate labor force need by increasing the ECE workforce. In addition, the ECE</li> </ul>	ARC	\$227,870	City of Sacramento

<p>Apprenticeship Program will build childcare center capacity and improve program quality.</p> <ul style="list-style-type: none"> <li>08/01/2024 - 05/31/2026</li> <li>Administrator: Derrick Booth, Associate Vice President, Instruction and Workplace Development</li> </ul>			
<p>Strong Workforce Project – PIC Multi Contract</p> <ul style="list-style-type: none"> <li>As part of efforts to enhance, sustain and promote CTE programs meeting Strong Workforce goals, funds will be used to: purchase equipment to enhance/upgrade CTE program(s); develop marketing materials, and; support Dual Enrollment efforts related specifically to campus CTE programs.</li> <li>07/01/2024 - 06/30/2025</li> <li>Administrator: Theresa Milan, Associate Vice President of Workforce and Online Engagement</li> </ul>	WEDC	\$117,870.43	Butte-Glenn Community College District
<p>NASH Catalyst Fund – MESA Student Professional Development Program</p> <ul style="list-style-type: none"> <li>Funding will be used to connect MESA STEM students with professional development opportunities that will financially support them as they work toward their career goals.</li> <li>08/24/2024 – 07/31/2027</li> <li>Administrator: Doug Herndon, AVP Instruction, Curriculum</li> </ul>	ARC	\$5,000	National Association of Higher Education Systems

*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.*

<b>PURCHASE ORDERS</b>		
General Fund	0001133944 – 0001135131 B250000-B250305	\$ 56,378,519.63
Capital Outlay Fund	0003019736-0003019952	
Child Development Fund	000601227-0006001228 B671000-B671003	
Self-Insurance Fund	000900032-000900535 B971000-B971003	
<b>WARRANTS</b>		
General Fund	869554-870453	\$ 10,003,153.83
General Fund-ARC Instructional Related	013158-013215	
General Fund-CRC Instructional Related	024687-024706	
General Fund-FLC Instructional Related	032316-032316	
General Fund-SCC Instructional Related	049758-049776	
Capital Outlay Fund	837755-837812	
Student Financial Aid Fund	901710-901735	
Child Development Fund	955441-955450	
Self-Insurance Fund	976827-976828	
ODSFD	-	
Payroll Warrants	573938- 574214	
Payroll Vendor Warrants	72503-72592	
July Leave Process	574215-576118	
<b>CHECKS</b>		
Financial Aid Disbursements (PeopleSoft)	-	\$ 3,941,687.57
Clearing Checks	-	\$ -
Parking Checks	-	\$ -

Student Clubs Agency Fund – ARC	6845-6864	\$ 45,887.58
Student Clubs Agency Fund – CRC	6232-6241	
Student Clubs Agency Fund – FLC	3344-3349	
Student Clubs Agency Fund – SCC	5153-5159	
Foundation – ARC	7862-7882	\$ 51,676.79
Foundation – CRC	-	
Foundation – FLC	2649-2657	
Foundation – SCC	7402-7404	
Foundation – DO	-	
Associated Students Trust Fund – ARC	-	\$ 3,063.79
Associated Students Trust Fund – CRC	1018-1019	
Associated Students Trust Fund – FLC	0773-0773	
Associated Students Trust Fund – SCC	-	
Regional Performing Arts Center Fund	-	\$ -
<b>ELECTRONIC TRANSFERS</b>		
GENFD Financial Aid	-	\$ 20,519
Board of Equalization	-	\$ -
PARS Wire	-	\$ 35,076.19
Retiree Health Trust	-	\$ -
CDTFA-ACH	-	\$ -
Scholarships	-	\$ -
Payroll Direct Deposit Advices	1291366-1295318	\$ 14,717,425.24
Other Payroll Transactions	-	\$ 1,216.00
Keenan	-	\$ 33,755.84
CARES Act/HEERF II	-	\$ -
International Wire	-	\$ 17,540.00
SB85	-	\$ 48,096.00
SB85 Debt Relief	-	\$ -
Self-Insurance Fund	-	\$ 13,817.67
PITCO- Wire	-	\$ -
HEERFII	-	\$ -
Pacific Grove-Wire	-	\$ -
Fidelity	-	\$ -
Regional Transit Wire	-	\$ -

K. Human Resources Transactions

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

**4. ACTION**

A. Pay Rate Schedules for 2024-25 and Final Salary Improvement for 2023-24

A motion was made by Trustee Wilkerson, seconded by Trustee Nelson, that the Board of Trustees adopt and approve the 2023-24 and 2024-25 salary schedules for all groups and individuals and the MOUs for each represented unit.



*Roll Call Vote:*

*Aye: Haynes, Johnson, Jones Knight, Nelson, Ortiz, Wilkerson*

*No: None*

*Absent: None*

*Student Advisory Vote: Aye*

*Motion carried; 7:0*

*B. Resolution 2024-09; Cosumnes River College – Culinary Arts Remodel*

*A motion was made by Trustee Ortiz, seconded by Trustee Knight, that the Board of Trustees approve Resolution No. 2024-09, authorizing the Chancellor or designee to approve the change orders to the Cosumnes River College Culinary Arts Remodel project exceeding the 10% threshold not-to-exceed 13%.*

*Roll Call Vote:*

*Aye: Haynes, Johnson, Jones Knight, Nelson, Ortiz, Wilkerson*

*No: None*

*Absent: None*

*Student Advisory Vote: Aye*

*Motion carried; 7:0*

## **5. BOARD MEMBER REPORTS**

Trustee Sougrati reported that he is looking forward to starting the student advisory meetings and other activities this fall.

Trustee Haynes discussed Senate Bill 1348, which will designate California Black-Serving Institutions. She also shared that she attended Sacramento State's Black Scholars reception and, as a member of the Board of Governors, the HBCU recognition at the state Capitol.

## **6. FUTURE AGENDA ITEMS**

No future agenda items were requested.

## **7. REPORTS AND COMMENTS**

The following constituency representatives presented reports to the Board:

Colleen Mesa, Classified Senate

Paula Cardwell, District Academic Senate President

Jason Newman, LRCFT

Jake Hughins, LRCEA

Lindsey Campbell, LRSA

Chris Elliot, SEIU

## **8. CLOSED SESSION**

The following board members went into closed session at 6:30pm: Ms. Haynes, Mr. Johnson, Mr. Jones, Mr. Knight, Ms. Nelson, Ms. Ortiz, and Ms. Wilkerson.

A. Pursuant to Government Code section 54957; Public Employee Performance  
Evaluation: Chancellor

## **9. OPEN SESSION: REPORT OF ANY ACTION TAKEN IN CLOSED SESSION, IF NECESSARY**

No reportable action was taken in closed session.

## **10. ADJOURNMENT**

President Haynes adjourned the meeting at 9:02 pm.

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### **BRIAN KING**



Chancellor and Secretary to the Board of Trustees

*Draft minutes presented to the Board of Trustees: September 11, 2024*

# LOS RIOS COMMUNITY COLLEGE DISTRICT

**PRESENTED TO BOARD OF TRUSTEES**

**DATE:** September 11, 2024

<b>SUBJECT:</b>	Curriculum Proposals: American River, Cosumnes River, and Folsom Lake College	ATTACHMENT: None	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 1, 3	
<b>AGENDA ITEM:</b>	Consent Item B	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	 Jamey Nye, Deputy Chancellor	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	 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, 2024 meeting.

The District Curriculum Coordinating Committee membership includes the following representatives:  
American River College: Faculty - Aaron Bradford (Chair), Andrew Halseth, Megen Bevens; Admin - Doug Herndon/Derrick Booth/Angela Milano; Cosumnes River College: Faculty - Lisa Beebe (Chair), Amanda Paskey, Jorge Baca; Admin - Robert Montanez/Michael Lawlor; Folsom Lake College: Faculty - Danny Siegfried (Chair), Suha Al Juboori, Andi Hicks; Admin - Carlos Lopez; Sacramento City College: Faculty - Renee Medina (DCCC Chair), Kandace Knudson, Duane Leonard; Admin - Devoun Stewart/Deb Saks; Articulation: Shannon Gilley, Juana Ruiz, William Madden; District Academic Senate: Paula Cardwell; DO Admin: Jamey Nye/Frank Kobayashi

**RECOMMENDATION:**

It is recommended that the Board of Trustees approve the curriculum proposals for American River, Cosumnes River, and Folsom Lake College.

# Los Rios Community College District

## Recommendation for Adoption by the Board of Trustees

Sep 11, 2024

### COURSE PROPOSALS

#### Course Deletions

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#### *American River College*

1. **BUSTEC 313 Web-based Conferencing and Presentations for the Business Professional (2.00 units)**

**Justification:** This course is no longer being taught and no longer needed for any certificates or degrees. Competencies and skills may be acquired via CISA340.

2. **BUSTEC 350 Virtual Careers and Technologies (3.00 units)**

**Justification:** This course is no longer being taught and the associated corticate and degree is also being removed from the program.

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#### *Cosumnes River College*

1. **CAM 302 Food and Culture in America (3.00 units)**

**Justification:** Course is no longer a degree or certificate requirement. This course is being replaced with NUTRI 310 or BUS 330

2. **CAM 303 Food Product Identification (2.00 units)**

**Justification:** Course is no longer a degree or certificate requirement.

3. **CAM 312 Baking and Pastry (3.00 units)**

**Justification:** Course is no longer a degree or certificate requirement.

4. **CAM 320 Culinary Management (2.00 units)**

**Justification:** Course is no longer a degree or certificate requirement.

5. **CAM 322 Culinary Customer Service (2.00 units)**

**Justification:** Course is no longer a degree or certificate requirement.

6. **CAM 324 Culinary Supervision (2.00 units)**

**Justification:** Course is no longer a degree or certificate requirement. This course is being replaced with MGMT/BUS course

7. **CAM 330 Legal Aspects of Culinary Management (2.00 units)**

**Justification:** Course is no longer a degree or certificate requirement. This course is being replaced with BUS 340

8. **CAM 334 Culinary Marketing (2.00 units)**

**Justification:** Course is no longer a degree or certificate requirement. This course is being replaced with MKT 330

9. **HCD 132 Career Exploration (1.00 unit)**

**Justification:** HCD 132 has not been offered since the addition of HCD 330, Life and Career Planning. HCD 330 has replaced HCD 132.

## New to District Courses

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### *American River College*

1. **CARPT 143 Commercial Steel Framing (1.50 units)**

*Prerequisite:* None.

*Enrollment Limitation:* Student must be a registered Carpenter Apprentice.

*22.50 hours lecture, 13.50 hours laboratory*

This course is an introduction to basic gypsum wallcovering and ceiling applications. It also includes soffit installation, headers, sills, and rough openings. This course is the equivalent of course number 704 for the Carpenter's Training Center of Northern California (CTCNC).

**Justification:** This course is part of the Carpenters' Apprenticeship program at American River College. It is a required course for acoustical apprentices in the State of California Carpentry Apprenticeship program.

2. **CARPT 166 Acoustical Blueprint Reading Advanced (1.50 units)**

*Prerequisite:* None.

*Enrollment Limitation:* Student must be a registered Carpenter Apprentice.

*22.50 hours lecture, 13.50 hours laboratory*

This course covers commercial and industrial blueprints. Topics include conventions, lines, symbols, measurements, and specifications used for commercial and industrial construction. This course is the equivalent of course number 707 for the Carpenter's Training Center of Northern California (CTCNC).

**Justification:** This course is part of the Carpenters' Apprenticeship program at American River College. It is a required course for acoustical apprentices in the State of California Carpentry Apprenticeship program.

### 3. **CARPT 214 Wall and Ceiling Fabric Installation (1.50 units)**

*Prerequisite:* None.

*Enrollment Limitation:* Must be a registered Acoustical Installer Apprentice.

*22.50 hours lecture, 13.50 hours laboratory*

This course introduces the acoustical installer apprentice to the safety and installation procedures for different types of wall and ceiling fabrics. This course is the equivalent of course number 709 for the Carpenter's Training Center of Northern California (CTCNC).

**Justification:** This course is part of the Carpenters' apprenticeship program at American River College. It is a required course in the State of California mandated Acoustical Installer Carpentry Apprenticeship program.

### 4. **CARPT 257 Pile Driving II (1.50 units)**

*Prerequisite:* None.

*Enrollment Limitation:* Student must be a registered Pile Driver Apprentice.

*22.50 hours lecture, 13.50 hours laboratory*

This course explains and demonstrates pile driving equipment when using fixed and swinging leads, and vibratory hammers. This course is the equivalent of course number 287 for the Carpenter's Training Center of Northern California (CTCNC).

**Justification:** This course is part of the Carpenters' Apprenticeship program at American River College. It is a required course in the State of California mandated Pile Driver Carpentry Apprenticeship program.

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## ***Folsom Lake College***

### 1. **CHEM 80 General Chemistry I Support, A Food Science Perspective (1.00 unit)**

*Prerequisite:* None.

*Corequisite:* CHEM 400

*54.00 hours laboratory*

A support course for Chemistry 400 (General Chemistry 1) which uses Food Science as a lens to explore topics and approach problem solving. Students will prepare and analyze foods and beverages such as breads, yoghurts, fermented foods, beer, wine and kombucha. Students are required to provide a bound laboratory notebook, cooking apron, hair net, non-slip closed toe shoes, and food service gloves. This course is graded on a Pass/No Pass basis.

**Justification:** The Chemistry department has planned on implementing food science curriculum as a means of supporting our general chemistry and organic chemistry offerings. This support course further strengthens the VITI and NUTRI students' understanding of the connection between chemistry and fermentation science.

## 2. **CHEM 81 General Chemistry II Support, A Food Science Perspective (1.00 unit)**

*Prerequisite:* None.

*Corequisite:* CHEM 401

*54.00 hours laboratory*

A support course for Chemistry 401 (General Chemistry II) which uses Food Science as a lens to explore topics and approach problem solving. Students will prepare and analyze foods and beverages such as breads, yoghurts, fermented foods, beer, wine and kombucha. Students are required to provide a bound laboratory notebook, cooking apron, hair net, non-slip closed-toe shoes, and food service gloves. This course is graded on a Pass/No Pass basis.

**Justification:** The Chemistry department has planned on implementing food science curriculum as a means of supporting our general chemistry and organic chemistry offerings. This support course further strengthens the VITI and NUTRI students' understanding of the connection between chemistry and fermentation science.

## 3. **CHEM 337 Brewing and Beer Chemistry (4.00 units)**

*Prerequisite:* None.

*54.00 hours lecture, 54.00 hours laboratory*

An overview of beer and brewing including the history, malting, brewing, fermentation and packaging. Emphasis will be placed on the chemical processes involved at each stage as well as performing chemical analyses of inorganic and organic components throughout the brewing process. Requires a laboratory notebook and non-slip closed-toe shoes.

**Justification:** The department has a goal to increase the quality and quantity of courses that bridge chemistry and food science disciplines. This course will be included as an elective for the Food Science degree and Viticulture and Enology degree. The course will be submitted for course-to-course articulation with FST 003 'Introduction to Brewing and Beer' in the Food Science B.S. Major at UC Davis.

## PROGRAM PROPOSALS

### Program Deletion(s)

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#### *American River College*

##### 1. Office Technology

**Justification:** This program is being replaced by the Business Information Professional Certificate I and II.

##### 2. Virtual Administrative Professional

**Justification:** This program is being replaced by the Business Information Professional Certificate I and II and AS Degree.

##### 3. Virtual Office Professional

**Justification:** This program is being replaced by the Business Information Professional Certificate I and II.

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#### *Cosumnes River College*

##### 1. School Foodservice Specialist

**Justification:** This is not a certificate students are choosing, there's only been 1 declared student seeking this cert since 2018. This certificate is also not particularly relevant to industry as our other degrees and certificates qualify students for similar jobs.

### New Programs

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#### *Cosumnes River College*

##### 1. Music History

Completion of this certificate provides an introductory foundation to the history of music in its historical and cultural contexts. The certificate includes both western and global music history, including traditional and popular styles. Students pursuing an AA or AA-T in Music may complete this certificate as part of their coursework; please consult a counselor for more information.



**Justification:** This certificate provides students with foundational knowledge in Music History. The certificate will also serve as a milestone accomplishment for students pursuing an AA/AA-T in music. Students interested in pursuing a minor in Music after transfer may also be interested in completing this certificate.

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## *Folsom Lake College*

### **1. Business Information Professional II**

The Business Information Professional II (BIP II) Certificate will prepare students for mid-level office and administrative support positions in a variety of job positions in a multitude of industries, including office and executive administrative support, office supervision, small business support, retail sales, and customer service representatives. The BIP II Certificate builds on the foundation established in the BIP I certificate. Students gain needed skills in business and communication and business applications such as Access, Excel, QuickBooks, and Word. Students will also learn how to manage diversity and improve intercultural communications. Students who successfully complete the BIP II certification will be prepared to test for the Expert level certification in Microsoft Excel and Microsoft Word.

**Justification:** The Business Information Professional II Certificate is designed specifically to meet the needs of area businesses who are in need of qualified employees to fill employment gaps. The BIP II Certificate is a stackable certificate that builds on the foundation of skills obtained in the BIP I Certificate. These skills and knowledge are needed for employment and salary advancement, based on data from the Center of Excellence and the local area Advisory Board. This certificate is part of a collaborative grant project involving American River College, Cosumnes River College, Folsom Lake College, and Sacramento City College.

### **2. Business Information Technology**

The Associate in Science Business Information Technology degree provides general knowledge in business and in-depth knowledge of a variety of business technology applications. Program topics include: accounting, organization and supervision of business activities, business communications, business computer applications, diversity, and intercultural communications in the workplace. The Business Information Technology A.S. degree is the final step in a stackable program consisting of the Business Information Professional I certificate, Business Information Professional II certificate, and this degree. Students who complete this degree program will have met the requirements to earn the Business Information Professional I certificate and Business Information Professional II certificate.

**Justification:** The Business Information Professional A.S. degree is designed specifically to meet the needs of area businesses in need of qualified employees to fill employment gaps. This degree is the final step in a stackable program consisting of two certificates and the Business Information Professional A.S. degree. The skills and knowledge obtained by completing this degree are needed for employment and salary advancement, based on data from the Center of Excellence (COE). The Labor Market Data report from the COE recommends that we move forward with the creation of this degree. This degree is part of a collaborative grant project involving American River College, Cosumnes River College, Folsom Lake College, and Sacramento City College.

### 3. Public Health

The Associate of Science in Public Health for Transfer Degree program provides students with a major that fulfills the general requirements for transfer to the California State University. Students with this degree will receive priority admission with junior status to the California State University system. Students should work closely with their Folsom Lake College counselor to ensure that they are taking the appropriate coursework to prepare for majoring in Public Health at the institution they wish to transfer to because major and general education requirements may vary for each CSU and the degree may only transfer to specific institutions. This program has the following completion requirements: (1) Completion of 60 semester units or 90 quarter units that are eligible for transfer to the California State University, including both of the following: (A) The Intersegmental General Education Transfer Curriculum (IGETC) or the California State University General Education – Breadth Requirements. (B) A minimum of 18 semester units or 27 quarter units in a major or area of emphasis, as determined by the community college district. (2) Obtainment of a minimum grade point average of 2.0. ADTs also require that students must earn a C or better in all courses required for the major or area of emphasis. A "P" (Pass) grade is also an acceptable grade for courses in the major if the course is taken on a Pass/No Pass basis.

**Justification:** The Chancellor's Office notified all Community Colleges that the Public Health TMC has been updated. This means that any community college offering an ADT in Public Health will need to update their current ADT with the new TMC.

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: September 11, 2024

<b>SUBJECT:</b>	2024-25 Education Protection Account Expenditure Plan	ATTACHMENT: None	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
<b>AGENDA ITEM:</b>	Consent Item C	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Mario Rodriguez, Executive Vice Chancellor, Finance and Administration <i>MJR</i>	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	Brian King, Chancellor <i>Brian King</i>	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. These funds do not represent new or additional resources for districts; rather, the EPA replaced a portion of the 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.

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 2024-25, the District is currently projected to receive \$48,506,502 in EPA funds. 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 2024-25 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, 2024

<b>SUBJECT:</b>	District Annual Investment Report	ATTACHMENT: Yes	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
<b>AGENDA ITEM:</b>	Consent Item D	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Mario Rodriguez, Executive Vice Chancellor, Finance and Administration <i>MR</i>	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	Brian King, Chancellor <i>Brian King</i>	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 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 2023-24, 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, 2024 follows.

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. On July 1, 2019, Wells Fargo Institutional Retirement & Trust was acquired by Principal Financial Group. As of February 22, 2022, Principal Custody Solutions is the trustee and investment manager of the Trust. Under review by the Oversight Committee, established by the Board, and within investment guidelines and restrictions of Board Policy P-8252, the Principal Custody Solutions investment manager has invested Trust monies in various mutual and index funds. As of June 30, 2024, approximately 70% of the \$160.9 million portfolio was invested in bond funds and 30.0% in equity funds. 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 strength of equity markets during the past fiscal year, the Trust had a net gain of \$11.1 million or approximately a 7.3% gain in asset value. The net return for the past five years is 3.8% and the return since inception of the trust is 4.8%. 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, 2024 and the related earnings during fiscal year 2023-24. Only \$7.9 million of the total District funds (excluding Retiree Health) of nearly \$851.1 million is directed by the District. District funds have earned a weighted average annual percentage rate (APR) of 7.4%. 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 Principal Custody Solutions. 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 4.672% in 2023-24. 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 3.00% - 5.325% in fiscal year 2023-24. 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 2023-24.

**Los Rios Community College District  
Summary of Investment Balances and Income  
For Fiscal Year Ended June 30, 2024**

	District Directed	County Directed	Total District Funds	Retiree Health Benefits Trust	Annual Percentage Rate (APR)
<b>Account Balances: June 30, 2024</b>				(District Directed)	
County Treasury		745,544,973	<b>745,544,973</b>		
Local Agency Investment Fund (LAIF)	7,904,214		<b>7,904,214</b>		
Money Market Accounts				161,596	
Gov't Sponsored Enterprise (GSE's) Discounted Notes (≤1 year):		97,684,923	<b>97,684,923</b>		
Mutual Funds:					
Fixed Income Funds (Bond Market)				112,397,976	
Equity Funds				48,322,381	
<b>Total Investment Balances: June 30, 2024</b>	<b>7,904,214</b>	<b>843,229,896</b>	<b>851,134,110</b>	<b>160,881,953</b>	
<b>Investment and Interest Income 2023-24:</b>					
County Treasury		31,288,233	<b>31,288,233</b>		4.672%
Local Agency Investment Fund (LAIF)	251,478		<b>251,478</b>		3.927%
Money Market Accounts				23,381	5.600%
Gov't Sponsored Enterprise (GSE's) Discounted Notes (≤1 year):		5,271,518	<b>5,271,518</b>		9.850%
Mutual Funds:					
Fixed Income/Bond Funds				3,197,912	3.002%
Equity Funds				7,884,416	17.451%
<b>Total Investment and Interest Income for 2023-24</b>	<b>251,478</b>	<b>36,559,751</b>	<b>36,811,229</b>	<b>11,105,709</b>	
<b>Annual Percentage Rate (APR)</b>	<b>3.927%</b>	<b>7.427%</b>	<b>7.382%</b>	<b>7.300%</b>	

**Los Rios Community College District**  
**District Directed Investment Income & Balances**  
**As of June 30, 2024**

Investments	Account Balance as of June 30, 2024	Investment Income	RHB Trust % of Total Investments	RHB Trust Realized Gain/(Loss)	RHB Trust Unrealized Gain/(Loss)	Total Gain/(Loss)	Annual Annualized Yield (excluding unrealized mkt gains or losses)	Annual Percentage Rate (APR) (including unrealized mkt gains or losses)
<b>General Fund</b>								
Local Agency Investment Fund (LAIF)	7,518,839	236,795					3.59% - 4.55%	3.927%
<b>Student Association Fund</b>								
Local Agency Investment Fund (LAIF)	385,375	14,683					3.59% - 4.55%	3.927%
<b>District Funds Total</b>	<b>7,904,214</b>	<b>251,478</b>						<b>3.927%</b>
<b>Retiree Benefits Fund</b>								
Principal/Blackrock Short Term Investment Fund	161,596		0.10%	23,381		23,381	5.43% - 5.59%	5.600%
<b>Fixed Income Funds:</b>								
Principal/Federated Total Return Bond Fund	37,650,849		23.40%	0	1,081,630	1,081,630	0.00%	3.029%
Principal/Blackrock US Agg Bond Index Fund	37,044,419		23.03%	0	936,209	936,209	0.00%	2.663%
Allspring Core Bond Fund	37,702,708		23.44%	6,347	1,173,726	1,180,073	0.02%	3.309%
<b>Total Fixed Income Funds</b>	<b>112,397,976</b>		<b>69.86%</b>	<b>6,347</b>	<b>3,191,565</b>	<b>3,197,912</b>	<b>0.02%</b>	<b>3.002%</b>
<b>Equity Funds:</b>								
American Europacific Growth Fund	3,140,782		1.95%	373,643	124,558	498,201	N/A	16.677%
Fidelity Emerging Markets	1,634,165		1.02%	39,763	126,772	166,535	N/A	11.210%
Principal/Blackrock International Equity Fund	2,499,182		1.55%	102,912	180,377	283,289	N/A	11.810%
Principal/Blackrock Large Cap Growth	15,344,652		9.54%	2,697,906	1,469,992	4,167,898	N/A	29.234%
Principal/Blackrock Large Cap Value	15,323,740		9.52%	914,466	922,614	1,837,080	N/A	12.851%
Principal/Blackrock Russell 2000 Index Fund	2,453,119		1.52%	151,520	86,806	238,326	N/A	10.414%
Principal/Blackrock Causeway International Value	3,027,096		1.88%	33,856	245,262	279,118	N/A	9.618%
Principal Multi Manager Small Cap	4,899,645		3.05%	202,557	211,412	413,969	N/A	9.066%
<b>Total Equity Funds</b>	<b>48,322,381</b>		<b>30.04%</b>	<b>4,516,623</b>	<b>3,367,793</b>	<b>7,884,416</b>	<b>N/A</b>	<b>17.451%</b>
<b>Retiree Benefits Fund Total</b>	<b>160,881,953</b>		<b>100.00%</b>	<b>4,546,351</b>	<b>6,559,358</b>	<b>11,105,709</b>		<b>7.300%</b>
<b>Total District Directed Investments</b>	<b>168,786,167</b>	<b>251,478</b>	<b>100.00%</b>	<b>4,546,351</b>	<b>6,559,358</b>	<b>11,105,709</b>		



**Los Rios Community College District  
County and Escrow Directed Investment Balances & Income  
As of June 30, 2024**

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)
<b>Account Balances: June 30, 2024</b>																
<b>County Directed Investments:</b>																
County Treasury Pooled Account - LRCCD Account				339,714,941	246,744,983	33,284,984	64,566,471	26,225,900	13,914,889	908,474	8,092,133	690,245	11,401,953	745,544,973		
<b>Government Sponsored Enterprise (GSE's) Notes (≤ 1 year):</b>																
Federal Home Loan Bank - GO Bonds 2008E	02/06/24	07/02/24				20,653,502								20,653,502		
US Treasury Bill - GO Bonds 2008E	04/25/24	08/06/24				30,999,940								30,999,940		
Federal Home Loan Bank - GO Bonds 2008E	12/21/23	09/26/24				26,113,296								26,113,296		
Federal Home Loan Bank - GO Bonds 2008E	04/25/24	01/07/25				19,918,185								19,918,185		
<b>Total County Directed Investments</b>				<b>339,714,941</b>	<b>246,744,983</b>	<b>130,969,907</b>	<b>64,566,471</b>	<b>26,225,900</b>	<b>13,914,889</b>	<b>908,474</b>	<b>8,092,133</b>	<b>690,245</b>	<b>11,401,953</b>	<b>843,229,896</b>	-	
<b>County Directed Investment/Interest Income:</b>																
County Treasury Pooled Account - LRCCD Account				12,752,443	11,735,914	1,812,099	1,941,005	1,230,766	668,072	35,894	537,170	31,654	543,216	31,288,233	4.672%	4.672%
<b>Government Sponsored Enterprise (GSE's) Notes (≤ 1 year):</b>																
Federal Farm Credit Bank - GO Bonds 2008E	07/28/22	07/17/23	\$ 72,181,908			99,168								99,168	3.000%	3.000%
Federal Farm Credit Bank - GO Bonds 2008E	01/26/23	07/31/23	\$ 1,792,392				7,195							7,195	4.700%	4.700%
Federal Home Loan Bank - GO Bonds 2008E	06/21/23	10/11/23	\$ 26,744,101			394,248								394,248	5.120%	5.120%
US Treasury Bill - GO Bonds 2008E	10/11/23	11/07/23	\$ 27,177,027			108,973								108,973	5.325%	5.325%
US Treasury Bill - GO Bonds 2008E	07/17/23	12/21/23	\$ 74,375,991			1,736,009								1,736,009	5.230%	5.230%
Federal Farm Credit Bank - GO Bonds 2008E	07/31/23	01/26/24	\$ 257,043				6,957							6,957	5.300%	5.300%
Federal Farm Credit Bank - GO Bonds 2008E	11/07/23	02/06/24	\$ 27,285,960			368,040								368,040	5.265%	5.265%
US Treasury Bill - GO Bonds 2008E	12/21/23	04/25/24	\$ 49,999,312			918,688								918,688	5.155%	5.155%
Federal Home Loan Bank - GO Bonds 2008E	02/06/24	07/02/24	\$ 20,653,502			434,521								434,521	5.080%	5.080%
US Treasury Bill - GO Bonds 2008E	04/25/24	08/06/24	\$ 30,999,940			307,068								307,068	5.243%	5.243%
Federal Home Loan Bank - GO Bonds 2008E	12/21/23	09/26/24	\$ 26,113,296			698,042								698,042	4.800%	4.800%
Federal Home Loan Bank - GO Bonds 2008E	04/25/24	01/07/25	\$ 19,918,185			192,609								192,609	5.010%	5.010%
<b>Total Government Sponsored Enterprise (GSE's) Discounted Notes</b>						<b>5,257,366</b>	<b>14,152</b>							<b>5,271,518</b>	n/a	<b>9.850%</b>
<b>Total County Directed Investment/Interest Income</b>				<b>12,752,443</b>	<b>11,735,914</b>	<b>7,069,465</b>	<b>1,955,157</b>	<b>1,230,766</b>	<b>668,072</b>	<b>35,894</b>	<b>537,170</b>	<b>31,654</b>	<b>543,216</b>	<b>36,559,751</b>	n/a	<b>7.427%</b>
<b>Annual Percentage Rate (APR) by Fund</b>				<b>4.672%</b>	<b>4.672%</b>	<b>5.596%</b>	<b>4.706%</b>	<b>4.672%</b>	<b>4.672%</b>	<b>4.672%</b>	<b>4.672%</b>	<b>4.672%</b>	<b>4.672%</b>	<b>7.427%</b>		

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: September 11, 2024

<b>SUBJECT:</b>	Special Event Authorization	ATTACHMENT: None	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S):	
<b>AGENDA ITEM:</b>	Consent Item E	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Peter Khang, Interim Chief Counsel <i>P. Khang</i>	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	Brian King, Chancellor <i>Brian King</i>	ACTION	
		INFORMATION	

**BACKGROUND:**

Pursuant to Board Policy 1414, special events are shows, private parties, concerts, theatrical productions, and other events held on a District premises for which the principal attendees are members of the general public or invited guests and not students of the District.

**STATUS:**

At the below-listed special event(s), event sponsor has submitted an application for permission to serve alcohol.

Date of Event	College	Location	Name of Event	Alcohol
9/15/2024	FLC	Harris Center	Harris Center Presents Michael Feinstein - Tribute to Tony Bennett	Beer and wine
9/28/2024	FLC	Harris Center	Harris Center Presents Karla Bonoff & JD Souther- Together Again	Beer and wine
10/4/2024	FLC	Harris Center	Gorsaya-Hartwick Prod. Presents World Ballet Company Swan Lake	Beer and wine
10/8/2024	FLC	Harris Center	Harris Center Presents Herb Albert & Lani Hall	Beer and wine
10/10/2024	FLC	Harris Center	Folsom Lake Symphony Reception	Beer and wine
10/12/2024	FLC	Harris Center	Folsom Lake Symphony New World	Beer and wine

10/12/24	FLC	Daubert Courtyard for Arts	Kondos Gallery Art Show Closing Reception	Beer and Wine
10/13/2024	FLC	Harris Center	FCA presents Mandy Barnett	Beer and wine
10/19/2024	FLC	Harris Center	Harris Center Presents NICK CARTER- WHO I AM World Tour	Beer and wine
10/20/2024	FLC	Harris Center	Harris Center Presents a Netflix Documentary Series: Life on our Planet	Beer and wine
10/22/2024	FLC	Harris Center	Harris Center Presents Come From Away	Beer and wine
10/23/2024	FLC	Harris Center	Harris Center Presents Come From Away	Beer and wine
10/24/2024	FLC	Harris Center	Harris Center Presents Come From Away	Beer and wine
10/24/24	FLC	Harris Center	Loa Rio Foundation Legacy Society Reception	Beer and Wine
10/25/2024	FLC	Harris Center	Harris Center Presents Come From Away	Beer and wine
10/26/2024	FLC	Harris Center	Harris Center Presents Come From Away	Beer and wine
12/17/24	FLC	Harris Center	Hands4Hope Reception	Beer and Wine

**RECOMMENDATION:**

It is recommended that the Board of Trustees approve or ratify the applications listed herein.

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: September 11, 2024

<b>SUBJECT:</b>	Disposition of Surplus Equipment	ATTACHMENT: None	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
<b>AGENDA ITEM:</b>	Consent Item F	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Mario Rodriguez, Executive Vice Chancellor, Finance and Administration	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	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: 1 A/V receiver; 2 audio interface units; 1 aural extiter; 7 Chromebooks; 1 compressor; 19 computers; 1 digital audio tape player; 2 fog machines; 1 graphic equalizer; 8 laptops; 2 lighting trusses; 1 M-audio controller; 2 mic pre-amps; 8 monitors; 1 power conditioner; 1 projector; 1 scanner; 7 stage lights; 7 studio monitors; 2 switches and 1 webcam.

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, 2024

<b>SUBJECT:</b>	Ratify: Bid Transactions	ATTACHMENT: None	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
<b>AGENDA ITEM:</b>	Consent Item G	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Mario Rodriguez, Executive Vice Chancellor, Finance and Administration <i>MR</i>	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	Brian King, Chancellor <i>Brian King</i>	ACTION	
		INFORMATION	

**BACKGROUND:**

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

CHANGE ORDERS				
Bid No	Change Amount	Change Number	Vendor	New Contract Total
23019	\$30,571.57	1	PRO Builders	\$378,571.57
23017	\$53,171.00	4	John F. Otto	\$48,665,223.35

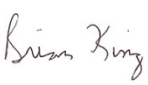
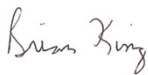
**RECOMMENDATION:**

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

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: September 11, 2024

<b>SUBJECT:</b>	Ratify: Grant and Contract Awarded	ATTACHMENT: None	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 2	
<b>AGENDA ITEM:</b>	Consent Item H	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	 Brian King, Chancellor	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	 Brian King, Chancellor	ACTION	
		INFORMATION	

**BACKGROUND:**

Pursuant to Board Policy 8315, executed agreements for the following grant and/or contract awards are hereby presented for approval and/or ratification.

Title, Description, Term, Project Administrator	College /Unit	Amount	Source
Rising Scholars Network - Juvenile Justice Grant <ul style="list-style-type: none"> <li>• Funding will support Los Rios’s Youth Justice Initiative by enhancing existing on-site programming in juvenile facilities, expanding to community schools, and supporting students’ transition to community campuses upon release. It will include transferable in-facility degree pathways, comprehensive student services and supports, and pre-release and transitional supports for youth returning to campus community.</li> <li>• 01/01/2024 - 12/31/2028</li> <li>• Administrator: Mariko Peshon, Interim Associate Vice President of Student Services</li> </ul>	FLC	\$1,545,454	California Community College Chancellor’s Office

**RECOMMENDATION:**

It is recommended that the Board of Trustees ratify and/or approve the grant and contract awards listed herein, pursuant to Board Policy 8315.

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: September 11, 2024

<b>SUBJECT:</b>	Purchase Orders, Warrants, Checks and Electronic Transfers	ATTACHMENT: Yes	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
<b>AGENDA ITEM:</b>	Consent Item I	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	<div style="text-align: right;"><i>MJR</i></div> Mario Rodriguez, Executive Vice Chancellor, Finance and Administration	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	<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, 2024, through August 15, 2024 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.

<b>PURCHASE ORDERS</b>		
General Fund	0001134791 – 0001135717 B2500075-B250521	\$ 8,971,627.86
Capital Outlay Fund	0003019953-0003019983	
Child Development Fund	0006011230-0006001233 B671004-B671006	
Self-Insurance Fund	000900036-0009000537	
<b>WARRANTS</b>		
General Fund	870454-871537	\$ 28,631,472.58
General Fund-ARC Instructional Related	013216-013266	
General Fund-CRC Instructional Related	024707-024718	
General Fund-FLC Instructional Related	032317-032337	
General Fund-SCC Instructional Related	049777-049801	
Capital Outlay Fund	837813-837892	
Student Financial Aid Fund	901736-901736	
Child Development Fund	955451-955459	
Self-Insurance Fund	976829-976837	
ODSFD	-	\$ 16,323,337.42
Payroll Warrants	576119- 576629/ 577781-577794	
Payroll Vendor Warrants	72593-72688	
August Leave Process	576630-577780	
<b>CHECKS</b>		
Financial Aid Disbursements (PeopleSoft)	-	\$ 1,366,103.81
Clearing Checks	-	\$ -
Parking Checks	-	\$ -
Student Clubs Agency Fund – ARC	6865-6867	\$ 122,582.40
Student Clubs Agency Fund – CRC	6242-6253	
Student Clubs Agency Fund – FLC	3350-3375	
Student Clubs Agency Fund – SCC	5160-5194	
Foundation – ARC	7883-7995	\$ 631,828.38
Foundation – CRC	3307-3376	
Foundation – FLC	2658-2694	
Foundation – SCC	7405-7746	
Foundation – DO	2354-2434	
Associated Students Trust Fund – ARC	1128-1132	\$ 23,360.18
Associated Students Trust Fund – CRC	1020-1023	
Associated Students Trust Fund – FLC	-	
Associated Students Trust Fund – SCC	-	
Regional Performing Arts Center Fund	-	\$ -
<b>ELECTRONIC TRANSFERS</b>		
GENFD Financial Aid	-	\$ 22,064.00
Board of Equalization	-	\$ -
PARS Wire	-	\$ -
Retiree Health Trust	-	\$ -
CDTFA-ACH	-	\$ 13,439.00
Envoy	-	\$ 25,000.00
Payroll Direct Deposit Advices	1295319-1304446	\$ 30,164,366.75
Other Payroll Transactions	-	\$ 1,216.00
Keenan	-	\$ 126,131.72
CARES Act/HEERF II	-	\$ -
International Wire	-	\$ -
SB85	-	\$ 22,000.00
SB85 Debt Relief	-	\$ -
Self-Insurance Fund	-	\$ 107,421.64
PITCO- Wire	-	\$ -
HEERFII	-	\$ -
PP1135675	-	\$ 380.00
Fidelity	-	\$ 72,830.03
Regional Transit Wire	-	\$ -



# LOS RIOS COMMUNITY COLLEGE DISTRICT

**PRESENTED TO BOARD OF TRUSTEES**

**DATE:** September 11, 2024

<b>SUBJECT:</b>	Human Resources Transactions	ATTACHMENT: Yes	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
<b>AGENDA ITEM:</b>	Consent Item J	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Mario Rodriguez, Executive Vice Chancellor, Finance and Administration <i>MR</i>	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	Brian King, Chancellor <i>Brian King</i>	ACTION	
		INFORMATION	

**RECOMMENDATION:**

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

MANAGEMENT

**APPOINTMENT(S) TO TEMPORARY POSITION(S)**

<u>Name</u>	<u>Position</u>	<u>Effective Date(s)</u>
<u>American River College</u>		
Wright, Matthew (M.A., California State University, Chico)	Interim Dean of People, Culture and Society	08/26/24 – 12/31/24
<u>Cosumnes River College</u>		
Amini, Banafsheh (M.A., University of California, Davis)	Interim Associate Vice President of Instruction and Student Learning	05/20/24 – 09/09/24 (Revised)
Lawlor, Michael (M.A., California State University, Long Beach)	Interim Vice President for Instruction and Student Learning	04/22/24 – 09/09/24 (Revised)

**LEAVE(S) OF ABSENCE**

<u>Name</u>	<u>Position</u>	<u>Type</u>	<u>Effective Date(s)</u>
<u>American River College</u>			
Booth, Derrick	Associate Vice President of Workforce Development	Medical	08/20/24 – 06/30/25

## FACULTY

<b>APPOINTMENT(S) TO TEMPORARY POSITION(S)</b>
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<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>American River College</u>		
Ahad, Palwasha (Ph.D., University of Nevada)	Psychology Assistant Professor (Biological Psychology), L.T.T.	08/22/24 – 12/19/24
Kleist, Rachel (M.S., University of North Florida)	Deaf Culture and Sign Language (ASL) Studies Assistant Professor, L.T.T.	08/24/24 – 05/22/25
Simmons, Ray (C.C.C. Instructor Credential)	Sacramento Regional Public Safety Training Center Coordinator, L.T.T.	08/17/24 – 12/19/24
Tiner, Barry (M.F.S., National University)	Sacramento Regional Public Safety Training Center Coordinator, L.T.T.	08/24/24 – 12/19/24
Zumalt, Caitlin (M.A., University of South Florida)	Chemistry Assistant Professor, L.T.T.	08/17/24 – 12/19/24
<u>Cosumnes River College</u>		
Brown, Cornelius (M.A., National University)	Business Assistant Professor, L.T.T.	08/22/24 – 12/19/24
Miller, Casey (M.A., California State University, Sacramento)	English Assistant Professor, L.T.T.	08/22/24 – 12/19/24
Riddle, Lisa (M.A., University of Southern California)	English as a Second Language Assistant Professor, L.T.T.	08/22/24 – 12/19/24
Soares, Aaron (M.A., California State University, Sacramento)	English as a Second Language Assistant Professor, L.T.T.	08/22/24 – 12/19/24
<u>Folsom Lake College</u>		
Mohrmann, Peter (M.F.A., DePaul University)	Theatre Arts Assistant Professor, L.T.T.	08/22/24 – 12/19/24
<u>Sacramento City College</u>		
Otto, Anna (M.S., University of California, Davis)	Early Childhood Education Assistant Professor, L.T.T.	08/22/24 – 12/19/24
Parziale, Matthew (Ph.D., University of California, Davis)	Chemistry Assistant Professor, L.T.T.	08/22/24 – 12/19/24

FACULTY

<b>LEAVE(S) OF ABSENCE</b>
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<u>Name</u>	<u>Subject/Position</u>	<u>Type</u>	<u>Effective Date(s)</u>
<u>American River College</u>			
Barnard, Gina	English (Writing) Professor	Medical	09/05/24 – 10/03/24
Ilaga, Lisa	Respiratory Care Professor (60%) / Respiratory Care Coordinator (40%)	Medical	07/25/24 – 02/01/25
Merson, David	English Professor	Medical	08/24/24 – 12/19/24
<u>Cosumnes River College</u>			
Hansen, Priscilla	English Professor	Medical	08/22/24 – 12/20/24

<b>RESIGNATION(S)</b>
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<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>American River College</u>		
Birchall, Jill	Sign Language Professor	05/17/24

<b>RETIREMENT(S)</b>
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<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>American River College</u>		
Gilman, Joseph (After 32 years of regular service)	Arts Professor	12/20/24
Hong, Tamilyn (After 26 years of regular service)	Physical Science Professor	05/17/24
<u>Cosumnes River College</u>		
Hansen, Priscilla (After 22 years of regular service)	English Professor	12/20/24

**TEMPORARY, PART-TIME EMPLOYEES Summer 2024  
American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Adams, Jane	Counselor	10 %
Adams, Jane	Counselor	50 %
Bang, Jenny	Counselor	4 %
Burns, Julie	Administration of Justice	1 %
Burns, Julie	Coordinator	1 %
Butcher, Tracey	Counselor	4 %
Castillo, Scott	Coordinator	1 %
Delnero, Christina	Counselor	19 %
Delnero, Christina	Counselor	7 %
Delnero, Christina	Counselor	19 %
Esque, Melanie	Administration of Justice	1 %
Esque, Melanie	Coordinator	1 %
Gomez, Kimberly	Counselor	4 %
Gonzalez, Paula	Counselor	4 %
Jungkeit, James	Administration of Justice	1 %
Jungkeit, James	Coordinator	1 %
Kalman, Mikalai	Cross Term	5 %
Kalman, Mikalai	Cross Term	5 %
Kientz, Michelle	Counselor	6 %
Kientz, Michelle	Counselor	20 %
Lor, Lisa	Counselor	4 %
Maples, Inga	Counselor	4 %
Meux, Brian	Administration of Justice	1 %
Meux, Brian	Coordinator	1 %
Ordaz, Rafael	Counselor	4 %
Plezia-Missler, Dorothy	Counselor	6 %
Rocha-Fernandez, Yulissa	Counselor	4 %
Shearer, Tracy	Technical Theater	12 %
Shearer, Tracy	General Work Experience	13 %
Souza, Renee	Administration of Justice	1 %
Sowards, Timothy	Administration of Justice	1 %
Sowards, Timothy	Coordinator	1 %
Susz, Tiffany	Administration of Justice	1 %
Susz, Tiffany	Coordinator	1 %
Swift, Charles	Coordinator	1 %
Vang, Julie	Counselor	4 %
Wright, Willie	Administration of Justice	1 %

**TEMPORARY, PART-TIME EMPLOYEES Summer 2024  
Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Allo Allo, Viola	Librarian	7 %
Bang, Jenny	Counselor	3 %
Becerra, Juan	Counselor	3 %
Byrns, Angela	Counselor	3 %
Cervantes, Jordan	Counselor	8 %
Cervantes, Jordan	Counselor	2 %
Dang, Tina	Counselor	16 %
Davis, Sarah	Librarian	5 %
Davtian, Anna	Counselor	2 %

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 2024  
Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Doan, Anna	Counselor	2 %
Doan, Anna	Counselor	2 %
Edwards, Ea	Counselor	2 %
Esty, Juana	Counselor	45 %
Esty, Juana	Counselor	15 %
Garcia, Yolanda	Coordinator	6 %
Godinho, Marianina	Accounting	53 %
Green, Charlene	Counselor	7 %
Hutson, Natisha	Counselor	3 %
Jones, Jenny	Counselor	2 %
Jones, Jenny	Counselor	8 %
King, Kimberly	Counselor	2 %
King, Kimberly	Counselor	40 %
King, Kimberly	Counselor	3 %
Kong, Starr	Counselor	3 %
McDonald, Katrina	Coordinator	4 %
Mendoza, Erica	Counselor	2 %
Mendoza, Liliana	Counselor	2 %
Miranda, Yolanda	Counselor	2 %
Mondragon-Lopez, Sergio	Counselor	16 %
Navarro Rodriguez, Celina	Counselor	2 %
Nelson, Jacquelynn	Counselor	2 %
Nguyen, Alfonso	Counselor	44 %
Nguyen, Alfonso	Counselor	13 %
Ordaz, Rafael	Counselor	3 %
Parker, Dawn	Counselor	41 %
Parker, Mishae	Counselor	3 %
Peacock, Kristin	Counselor	2 %
Peacock, Kristin	Counselor	2 %
Peacock, Kristin	Counselor	2 %
Peacock, Kristin	Counselor	2 %
Poeppelman, Timi	Coordinator	4 %
Rojas, Denisse	Counselor	2 %
Rosco Wysinger, Janayla	Counselor	11 %
Rosco Wysinger, Janayla	Counselor	4 %
Salzman, Julie	Counselor	13 %
Salzman, Julie	Counselor	10 %
Salzman, Julie	Counselor	10 %
Salzman, Julie	Counselor	4 %
Sanchez Flores, Lidia	Counselor	2 %
Soriano, Paolo	Counselor	11 %
Soriano, Paolo	Counselor	4 %
Torres, Jessica	Counselor	18 %
Tovar, Alejandra	Counselor	6 %
Tovar, Alejandra	Counselor	3 %
Walker, Cynthia	Coordinator	5 %
Wellington, Erica	Counselor	20 %
Wohl, Matthew	Counselor	2 %
Yeung Whamond, Esther	Counselor	3 %
Zepeda, Daniela	Counselor	23 %

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**TEMPORARY, PART-TIME EMPLOYEES Summer 2024  
Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Atiabet, Evelyn	Certified Nurse Assistant	37 %
Gonzalez, Paula	Counselor	6 %
Morrison, Jill	Counselor	4 %
Shaukat, Naveed	Health Occupations, General	20 %
Snow, Camille	Study Skills	20 %
Tavares, Tyrone	Counselor	23 %
Tikhonova, Inna	Counselor	54 %
Zavala, Daniel	Counselor	3 %

**TEMPORARY, PART-TIME EMPLOYEES Summer 2024  
Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Cano Chavez, Veronica	Counselor	14 %
Cano Chavez, Veronica	Counselor	1 %
Cano Chavez, Veronica	Counselor	39 %
Dao, Binh	Chemistry, General	32 %
Glynn, Mariel	Counselor	46 %
Glynn, Mariel	Counselor	11 %
Suy, Shaun	Counselor	24 %
Vargas-Onate, Jacqueline	Counselor	24 %

**TEMPORARY, PART-TIME EMPLOYEES Fall 2024  
American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Abdelaal, Sherine	Interior Design and Merchandising	57 %
Abdullah, Zainab	Ethnic and Cultural Studies	20 %
Abraham, Hannah	Chemistry, General	52 %
Abunijem, Amna	Business and Commerce, General	20 %
Adams, Grant	Spanish	53 %
Adams, Jane	Academic Guidance	40 %
Adams, Jane	Counselor	19 %
Afshar, Zoha	Fashion Merchandising	28 %
Aguilar, Joshua	Drafting Technology	47 %
Airola, Matthew	Intercollegiate Athletics	64 %
Al Hilfi, Bashar	Information Technology, General	20 %
Al Hilfi, Bashar	Computer Networking	7 %
Albassam, Nizar	Electronics & Electric Technology	67 %
Aldana, Natana	Fine Arts, General	40 %
Aldana, Natana	Classics-Humanities	20 %
Alfonzo, Marbella	Spanish	47 %
Al-Gburi, Badeeah	Drafting Technology	60 %
Allo Allo, Viola	Librarian	13 %
Alonso, Emily	Small Business and Entrepreneurship	20 %
Alonso, Emily	Office Technology/Office Computer Applicati	20 %
Alsarraj, Jian	Counselor	44 %
Alsarraj, Jian	Counselor	14 %
Anaya, Dan	Computer Programming	55 %
Andersen, Alicia	Speech Communication	20 %
Aranas, Zsanel Jestine	ESL Writing	40 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2024**  
**American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Archbold, Jesse	German	27 %
Ator, Andrea	Business and Commerce, General	20 %
Ator, Andrea	Office Technology/Office Computer Applicati	28 %
Ayala, Danielle	ESL Integrated	49 %
Ayers, Harold	Administration of Justice	0 %
Babka, Cary	Dramatic Arts	20 %
Badea-Mic, Mihaela	Physiology (Includes Anatomy)	52 %
Badea-Mic, Mihaela	Study Skills	15 %
Bailey, Katherine	Dance	65 %
Bang, Jenny	Counselor	4 %
Baqeri, Sayed	Physiology (Includes Anatomy)	52 %
Barela, Jesus	Painting & Drawing	57 %
Barkley, Daniel	English	60 %
Barr III, Thomas	Horticulture	29 %
Barr III, Thomas	Nursery Technology	29 %
Barsotti, Rhonda	Culinary Arts	63 %
Bassett, Jason	Administration of Justice	0 %
Baxter, Kenneth	Political Science	24 %
Beattie, Brandon	Welding Technology	35 %
Beckum, LaQuisha	Psychology, General	60 %
Beezley, Shareen	Paralegal	20 %
Bell, David	Political Science	40 %
Bertinuson, Joy	Painting & Drawing	57 %
Beuttel, Michelle	English	53 %
Bickel, David	Administration of Justice	0 %
Blackthorne, Henry	English	67 %
Blunk, Dawn	English	40 %
Blunk, Dawn	Creative Writing	20 %
Booth, Lauren	Anthropology	36 %
Boroughs, Terry	Geology	48 %
Bowden, Paula Ellen	Anthropology	52 %
Bowles, Christy	Natural Resources	36 %
Boyer, Alba	Italian	53 %
Bradshaw, Don	Administration of Justice	0 %
Brandt, Alaine	Religious Studies	20 %
Brasier, Corey	Sign Language	53 %
Brasier, Corey	Sign Language Interpreting	10 %
Braun, Marlia	Dietetic Services and Management	20 %
Bright, Lisa	Anthropology	52 %
Britton, Rebecca	Political Science	60 %
Brown, Moni'	Sign Language	53 %
Brown, Ori	Administration of Justice	0 %
Brunkala, Joel	English	60 %
Brynelson, Julia	Paralegal	60 %
Buckner, Mallory	Guidance	13 %
Buckner, Mallory	Counselor	45 %
Buckner, Mallory	Counselor	1 %
Bueno III, Jose	Automotive Technology	13 %
Bui, Jimmy	ESL Speaking/Listening	20 %
Buljan, Laurette	English	60 %
Burns, Julie	Administration of Justice	0 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2024**  
**American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Burroughs, Robinson	Ethnic and Cultural Studies	60 %
Butcher, Tracey	Counselor	2 %
Button, Melinda	Anthropology	52 %
Byrd, Steven	Welding Technology	45 %
Bystrom, Helen	English	60 %
Cabral, Colette	Sign Language	53 %
Camacho-Tejeda, Jose	Welding Technology	15 %
Campas, Steven	Administration of Justice	0 %
Campbell, Morgan	Chemistry, General	59 %
Cardoza, Manuel	Administration of Justice	0 %
Carlisle, Justus	Mathematics, General	33 %
Carlson, Don	Marketing & Distribution	20 %
Carney, Diane	Biology, General	36 %
Carr, Lisa	Child Development/Early Care and Educatio	60 %
Carter, Kathy	Child Development/Early Care and Educatio	20 %
Carter, Stephen	Electronics & Electric Technology	50 %
Casillas, Griselda	Counselor	4 %
Castellanos, Erik	Painting & Drawing	57 %
Castillo, Scott	Administration of Justice	0 %
Chapek, Carl	Software Applications	18 %
Charles, Kelly	English	67 %
Chau, Thao	Mathematics, General	33 %
Chavolla, Art	Administration of Justice	0 %
Chicoine, Kari	Drafting Technology	59 %
Chinte, David	ESL Writing	43 %
Chinte, David	ESL Speaking/Listening	20 %
Chong, Eun A	Mathematics, General	53 %
Chukwueloka, Valentine	Health Education	60 %
Clark Jr., Brent	Sociology	40 %
Clark, Evan	Speech Communication	40 %
Clark, Seth	History	40 %
Clark, Yoo Ri	Music	55 %
Cleek, Tammy	Mathematics, General	27 %
Cleek, Tammy	Mathematics Skills	13 %
Cleland, Melanie	Intercollegiate Athletics	64 %
Clement Moore, Tamica	Gerontology	20 %
Colby, Shannon	Psychology, General	40 %
Cole, Serena	Painting & Drawing	57 %
Collins, Christopher	History	40 %
Collom, Alyson	Other Humanities	40 %
Conant, Jessica	Academic Guidance	20 %
Condos, Christian	Business and Commerce, General	20 %
Cone, Bryan	Psychology, General	20 %
Cone, Justin	Automotive Technology	33 %
Connors, Valerie	English	60 %
Constante, David	Psychology, General	60 %
Contino, Colin	Biology, General	56 %
Cooper, Paul	History	20 %
Cornish, Rima	Sign Language	20 %
Cresci, Rachael	Human Services	20 %
Crook, Michael	Real Estate	20 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2024**  
**American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Cunningham, Julian	Music	53 %
Curl, James	Automotive Technology	33 %
Currea, Ana Maria	Spanish	53 %
Cylinder, Paul	Natural Resources	43 %
Dacre, Christopher	Art	28 %
Dang, Tina	Counselor	46 %
Dang, Tina	Counselor	2 %
Davalle, Nathan	Administration of Justice	0 %
Davis, Danielle	History	40 %
Davis, William	Biology, General	40 %
Dawson, Andrew	Chemistry, General	59 %
DeLeon, Jack	English	40 %
DeLeon, Jack	Creative Writing	20 %
Delgadillo, Marisol	Anthropology	56 %
Delnero, Christina	Academic Guidance	20 %
Delnero, Christina	Counselor	31 %
Delnero, Christina	Counselor	8 %
Denman, David	Philosophy	40 %
Diaz Rodil, Hugo	Spanish	53 %
Diaz, Abram	Political Science	16 %
Djamali, Essmail	Chemistry, General	59 %
Dolce, Thomas	Computer Programming	40 %
Dorris, Tamara	Real Estate	60 %
Duan, Xin-Ran	Mathematics, General	60 %
Dunmore, Steven	Intercollegiate Athletics	15 %
Duran, James	Mathematics, General	60 %
Duval, Beverly	Librarian	23 %
Eberhardt, Claire	History	60 %
Eckley, Teresa	Psychology, General	20 %
Eckley, Teresa	Human Services	20 %
Econome Chaliros, Jennie	Academic Guidance	40 %
Econome Chaliros, Jennie	Counselor	14 %
Egunnike, Adedeji	Accounting	47 %
Elston, Tyler	Sociology	20 %
Enborg, Terri	English	63 %
Endrizzi, Jonathan	Automotive Technology	66 %
Engstrom, Karina	Biology, General	56 %
Esque, Melanie	Administration of Justice	0 %
Evans, David	ESL Writing	60 %
Farias, Imelda	Counselor	41 %
Fiora-Beach, Sabrina	Other Health Occupations	20 %
Fischer, Colleen	Dramatic Arts	20 %
Fix, Andrew	Philosophy	40 %
Fleck, Jessica	Sociology	20 %
Florence, Henry	Film Studies	20 %
Flores, Carlos	Speech Communication	40 %
Foster, William	Physiology (Includes Anatomy)	52 %
Franco, Albert	Administration of Justice	0 %
Frederick, Casey	Horticulture	16 %
Frederick, Casey	Landscape Design & Maintenance	20 %
Freeman, Grace	ESL Writing	63 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2024**  
**American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Fusco, Sandro	Mathematics, General	20 %
Gable, Monica	Paralegal	60 %
Gager, Tamatha	Psychology, General	40 %
Gale, Deborah	Mathematics, General	33 %
Gallaher, Trey	Digital Media	28 %
Gallaher, Trey	Animation	28 %
Gallon, Cheryl	Sign Language Interpreting	27 %
Galmant, Jekaterina	Russian	53 %
Galvan, Joseph	Administration of Justice	0 %
Galvin, Jerome	Welding Technology	58 %
Garasanin, Olivera	History	40 %
Garbutt, Jared	Nutrition, Foods, and Culinary Arts	20 %
Garcia, Monica	Spanish	53 %
Garg, Purwa	Fashion Design	57 %
Gaudard, Rolf	History	20 %
Gebo, Rebecca	Health Education	60 %
Gerlis, Rachel	Sign Language	53 %
Ghamami, Omid	Marketing & Distribution	40 %
Ghazianzad, Mahsan	Painting & Drawing	57 %
Giorgetti, Leonardo	Italian	53 %
Glamsch, Kerry	Film Studies	20 %
Glenn, Daniel	ESL Writing	40 %
Glenn, Daniel	ESL Speaking/Listening	20 %
Glickman, James	Real Estate	23 %
Glynn, Harley	Commercial Music	47 %
Goldbar, Christine	English	60 %
Gomez, Kimberly	Counselor	4 %
Gonzalez, Paula	Counselor	2 %
Gorchoff, Sara	Psychology, General	60 %
Gordon, Leland	Journalism	20 %
Gordon, Leland	Speech Communication	20 %
Gorsuch, Susan	Administration of Justice	0 %
Gottke, Darren	Chemistry, General	59 %
Green-Clark, Michelle	Dance	30 %
Gregorek, Robert	Health Occupations, General	60 %
Griffith, Ashley	Sign Language	27 %
Griley, Katherina	Restaurant and Food Services Management	13 %
Guadalupe, Krishna	Sociology	60 %
Guerin, Jeanne	English	60 %
Gunn, Martin	Automotive Technology	33 %
Guthrie, Shannon	Dietetic Services and Management	32 %
Gutowksy, Edward	English	20 %
Haddad, Julian	Political Science	40 %
Hagerman, Michael	Administration of Justice	0 %
Hake, Patricia	English	60 %
Hall, Neda	Child Development/Early Care and Educatio	40 %
Halvorson, Robert	Music	40 %
Hamkar, Behzad	History	40 %
Hansen, Gina	Physical Education	15 %
Hansen, Gina	Health Education	30 %
Harlan, Michael	Classics-Humanities	20 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2024  
American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Hartman, Hannah	ESL Writing	40 %
Hawe, Larry	Automotive Technology	53 %
Hayes, David	Administration of Justice	0 %
Helms, Shelby	Sign Language Interpreting	7 %
Herman, Kathryn	Counselor	11 %
Herman, Kathryn	Counselor	48 %
Hernandez, Henry	Business Administration	20 %
Herrera, Daniel	Multimedia	14 %
Herrera, Daniel	Computer Graphics and Digital Imagery	28 %
Hickman, Lauren	Child Development/Early Care and Educatio	60 %
Hillenbrand, Collin	Sign Language	27 %
Hindman, Clay	ESL Writing	40 %
Hindman, Clay	ESL Speaking/Listening	20 %
Hisel, Kathleen	Counselor	39 %
Hoban-Higgins, Tana	Physiology (Includes Anatomy)	52 %
Hoffman, Lee	Music	38 %
Hoffman, Ana	Spanish	53 %
Hoffman, Dale	Anthropology	20 %
Hoge, Charles	Psychology, General	60 %
Hojjat, Payam	Computer Networking	65 %
Hornbeck, Jill	Interior Design and Merchandising	60 %
Huggins, Ross	Administration of Justice	40 %
Hughes, Heather	Counselor	10 %
Hughes, Heather	Counselor	10 %
Hughes, Heather	Counselor	8 %
Hughes, Heather	Counselor	32 %
Hughes, Tori	Administration of Justice	0 %
Hurley, Steven	Real Estate	60 %
Idler, Sarah	Sign Language	27 %
Idler, Sarah	Sign Language Interpreting	14 %
Jacobs, David	Philosophy	40 %
Jacobson, Aron	Psychology, General	20 %
James, Mary	Administration of Justice	0 %
Jardine, Christian	History	40 %
Jay, Susan	General Work Experience	27 %
Jennings, Nathan	Geographic Information Systems	22 %
Jensen, Kristin	Psychology, General	60 %
Jeske, Dawn	Children with Special Needs	35 %
Johnson, Wilber	Journalism	20 %
Johnson, Jody	Administration of Justice	40 %
Johnson, Kristopher	Computer Networking	48 %
Johnson, Robert	Commercial Music	52 %
Jones, Asia	Biology, General	36 %
Jones, Barry	Computer Networking	24 %
Jones, Palmis	Psychology, General	20 %
Jungkeit, James	Administration of Justice	0 %
Kalman, Mikalai	Diesel Technology	61 %
Kawamoto, Walter	Sociology	20 %
Kelley, Courtney	Mathematics, General	20 %
Kelley, Courtney	Mathematics Skills	13 %
Khayou, Thuraieh	Physiology (Includes Anatomy)	52 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2024**  
**American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Kiefer, Dieter	Accounting	27 %
Kiefer, Dieter	Tax Studies	27 %
Kiefer, Michelle	Child Development/Early Care and Educatio	60 %
Kientz, Michelle	Counselor	10 %
Kientz, Michelle	Counselor	26 %
Kientz, Michelle	Counselor	20 %
Kiesel, Spencer	Political Science	40 %
Kim, Elizabeth	Social Justice: General	40 %
Kirchhoff, Susan	Librarian	10 %
Kiteck, Peter	Mathematics, General	27 %
Klar, Janice	Counselor	15 %
Knox, Paul	English	20 %
Koch, Paul	Automotive Technology	33 %
Koerner, Zachary	Physical Education	15 %
Koerner, Zachary	Intercollegiate Athletics	49 %
Korn, Charles	Automotive Technology	33 %
Kozlov, Maksim	Diesel Technology	53 %
Kropp, Brian	Accounting	20 %
Kwon, Yun	Painting & Drawing	28 %
Kwong, Kenneth	Fire Technology	40 %
Kwong, Kenneth	Coordinator	0 %
Kyles, Justin	ESL Writing	40 %
Laughton, Barbara	English	60 %
Le, John	Marketing & Distribution	40 %
Lechner-Luke, Bailey	Psychology, General	40 %
Lee, Crystal	Physics, General	43 %
Lee, Michael	Accounting	27 %
Lee, Sara	History	40 %
Leo, Regina	Counselor	60 %
Lewis, Bridget	Art	57 %
Lewis, Deana	ESL Writing	40 %
Lewis, Deana	ESL Speaking/Listening	20 %
Li, Jiaoyue	Engineering, General	40 %
Li, Kam Yin	Business and Commerce, General	20 %
Licon, Glen	Political Science	40 %
Limon, Kimberly	English	20 %
Lindblad, Mayu	ESL Writing	23 %
Lindgren, Erica	Physiology (Includes Anatomy)	36 %
Lindsay, Andrew	Electronics & Electric Technology	67 %
Lingsweiler, Ryan	Speech Communication	60 %
Lipka, Casey	Music	40 %
Lipowitz, Cassie	Classics-Humanities	40 %
Liu, Ka Man	Biomedical Instrumentation	27 %
Lommori, Michael	Administration of Justice	0 %
Long, Jason	Film Studies	5 %
Long, Jason	Film History and Criticism	20 %
Long, Jason	Dramatic Arts	20 %
Long, Jason	Creative Writing	20 %
Lopez, Anjelica	Counselor	34 %
Lopez, Anjelica	Counselor	25 %
Lor, Lisa	Counselor	2 %
Lovelace, Kevin	Business and Commerce, General	20 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2024**  
**American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Lowrie, Angela	Applied Photography	28 %
Lui, Diane	Fine Arts, General	60 %
MacKechnie, Ruth	ESL Writing	40 %
MacKechnie, Ruth	ESL Speaking/Listening	20 %
Mahallati, Reza	Engineering, General	55 %
Mahmood, Khalid	Mathematics, General	20 %
Mai, Kimberly	Mortuary Science	27 %
Majhail, Radhika	Business Management	40 %
Manuel, Melanie	English	20 %
Manukyan, Knarik	Mathematics, General	20 %
Manukyan, Knarik	Mathematics Skills	13 %
Manzar, Sahreen	Paralegal	20 %
Maples, Inga	Counselor	2 %
Marawala, Zarir	Physiology (Includes Anatomy)	52 %
Marion, Derrick	Administration of Justice	0 %
Marshall, Jeri	Academic Guidance	40 %
Martinez, Maricela	Spanish	27 %
Martinez, Rene	Sign Language	62 %
Masseti, Thomas	Administration of Justice	0 %
Matsoyan, Khosrov	Automotive Technology	33 %
Mattu, Harjinder	ESL Writing	60 %
Maurino, Molly	Physical Education	45 %
Mayorga, Kristina	Ethnic and Cultural Studies	60 %
McChane, Scott	Commercial Music	60 %
McCormack, Nicole	General Work Experience	13 %
McGowan-Smith, Jordan	Ethnic and Cultural Studies	60 %
McKaig, Sandra	Mathematics, General	27 %
McKaig, Sandra	Mathematics Skills	13 %
McMurdo, Tammy	Nutrition, Foods, and Culinary Arts	20 %
Mead, William	Website Design and Development	28 %
Mehallo, Stephen	Computer Graphics and Digital Imagery	48 %
Meier, Anna	Sculpture	28 %
Meier, Anna	Ceramics	28 %
Melkonyan, Gegham	Mathematics, General	27 %
Mendez, Shannon	English	60 %
Meux, Brian	Administration of Justice	0 %
Meza, Annette	English	53 %
Michael, Alazar	Software Applications	18 %
Michael, Alazar	Computer Networking	12 %
Michaels, Craig	Administration of Justice	0 %
Miranda, Mee	Counselor	4 %
Mirmobiny, Shadieh	Fine Arts, General	20 %
Mirzaagha, Mohammad	Mathematics, General	60 %
Mitchell, Christopher	Fire Technology	20 %
Mokarami, Yadollah	Accounting	20 %
Montague-Archer, Nancy	Astronomy	20 %
Montejano Ortiz, Janette	Spanish	27 %
Montgomery, Kelly	Business and Commerce, General	20 %
Moody, Heather	Physical Education	15 %
Moody, Heather	Intercollegiate Athletics	49 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2024**  
**American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Moore, Jamillah	Speech Communication	20 %
Mora, Sarahanne	Drafting Technology	30 %
Moser, Richard	English	53 %
Mueller, Robert	Administration of Justice	0 %
Mulvihill, Shauna	History	60 %
Murphy, Jillian	Mortuary Science	13 %
Murray, Travis	Automotive Technology	20 %
Musa, Khaled	Office Technology/Office Computer Applicati	42 %
Musa, Khaled	Computer Programming	20 %
Myslik, Barbara	Speech Communication	20 %
Narvand, Payam	Business Administration	20 %
Narvand, Payam	Business Management	20 %
Nedorezov, Svetlana	Mathematics, General	40 %
Nedovodeeva Ortiz, Elena	ESL Writing	40 %
Nedovodeeva Ortiz, Elena	ESL Integrated	23 %
Neumann, Ingrid	Physics, General	56 %
Ngo, Tu	Mathematics, General	40 %
Nguyen, Dung	Mathematics, General	60 %
Nogales, Patti	Philosophy	40 %
Norton, Justin	Speech Communication	20 %
Nunnally, Justin	Applied Photography	28 %
O'Brien, Leslie	Floriculture /Floristry	45 %
O'Donnell, Daniel	Business Administration	40 %
Olson, Robert	Telecommunications Technology	55 %
O'Neal-Watts, Jennifer	Librarian	15 %
Ordaz, Rafael	Counselor	4 %
Overton, Steven	Counselor	14 %
Palaspas, Candice	Counselor	59 %
Palmer, Gary	Administration of Justice	0 %
Papouchis, Christopher	Natural Resources	63 %
Parrish, Stephanie	ESL Writing	20 %
Parrish, Stephanie	ESL Speaking/Listening	20 %
Pazdernik, Janet	Interior Design and Merchandising	60 %
Pellerin, Kristie	Biology, General	36 %
Perez, Kristine	Biology, General	36 %
Perrault, Priscilla	Counselor	24 %
Peterson, Krysta	ESL Speaking/Listening	20 %
Petraru, Marius	Geography	60 %
Pezone, John	Administration of Justice	20 %
Phair, Krista	Speech Communication	40 %
Pillay, Rajiv	Welding Technology	33 %
Plezia-Missler, Dorothy	Counselor	2 %
Pomo, Roberto	Film History and Criticism	20 %
Poole, Shara	Painting & Drawing	57 %
Porras, Dominick	Computer Graphics and Digital Imagery	28 %
Porter, Cherri	English	60 %
Powers, Matthew	Administration of Justice	60 %
Preciado, Monica	Guidance	3 %
Preciado, Monica	Academic Guidance	20 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2024  
American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Preciado, Monica	Counselor	29 %
Preciado, Monica	Counselor	8 %
Prinzing, Malena	Business and Commerce, General	40 %
Prinzing, Malena	Information Technology, General	20 %
Proudman, Joseph	Journalism	15 %
Ramirez, Erwin	Administration of Justice	0 %
Rawlins, Jenna	Classics-Humanities	40 %
Reeves, Leslie	Software Applications	29 %
Regan, Debra	Physiology (Includes Anatomy)	52 %
Regan, Debra	Study Skills	8 %
Rennie, Sharilyn	Physiology (Includes Anatomy)	52 %
Rennie, Sharilyn	Study Skills	15 %
Rettke, Justin	Film Studies	20 %
Reynolds, Jennifer	Anthropology	56 %
Rich, Amber	Marketing & Distribution	20 %
Rich, Amber	Advertising	20 %
Richards, Ronnie	Geographic Information Systems	20 %
Rickman, Tracy	Fire Technology	40 %
Rickman, Tracy	Wildland Fire Technology	20 %
Riese, Kelly	Speech Communication	20 %
Rivera, Benjamin	Natural Resources	36 %
Rivera-Carpenter, Veronica	Child Development/Early Care and Educatio	20 %
Rivera-Carpenter, Veronica	Infants and Toddlers	40 %
Rix, Sheryl	Business and Commerce, General	40 %
Roberts, Jeffrey	Biology, General	36 %
Robinson, Donna	Administration of Justice	0 %
Robison, Bradley	Administration of Justice	0 %
Robles Furgason, Martha	ESL Writing	63 %
Rocha-Fernandez, Yulissa	Counselor	2 %
Rodriguez-Rutten, Paula	Mathematics, General	33 %
Rogers, Andrew	Philosophy	40 %
Rogers, Elizabeth	ESL Writing	20 %
Rogers, Kristina	English	60 %
Rogness-Serafin, Jessica	English	20 %
Rose, David	Administration of Justice	0 %
Rossman, Leslie	Welding Technology	15 %
Ruybal, Jordan	Microbiology	41 %
Safvi, Syed	Mathematics, General	27 %
Sakakihara, Paul	General Work Experience	20 %
Salahi, Amirhossein	Electronics & Electric Technology	57 %
Salisbury, Roy	World Wide Web Administration	5 %
Salluzzo, Michelle	Child Development/Early Care and Educatio	40 %
Samin, Ahmad	Chemistry, General	59 %
Sanchez Ordaz, Arnold	Psychology, General	60 %
Sandoval Lopez, Yesenia	Sociology	20 %
Sanz, Lani	Spanish	53 %
Saur, Denise	ESL Writing	40 %
Saur, Denise	ESL Integrated	23 %
Saur, Theodore	ESL Writing	40 %
Saur, Theodore	ESL Integrated	23 %
Savio, Cheryl	ESL Writing	20 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2024**  
**American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Schroeder-Evans, Kimbra	Spanish	53 %
Schwab, Paul	Restaurant and Food Services Management	53 %
Scott, Lauren	Sign Language Interpreting	23 %
Scott, Steven	Microbiology	41 %
Scott, Tatiana	Music	45 %
Seguine, Richard	Fire Technology	40 %
Shah, Rabail	Classics-Humanities	20 %
Shang, Lu	Chemistry, General	52 %
Shapiro, Lynn	English	60 %
Shearer, Tracy	Music	6 %
Shearer, Tracy	Dramatic Arts	58 %
Shearer, Tracy	Cross Term	2 %
Shepherd, Elden	Administration of Justice	0 %
Shih, Ernest	Computer Infrastructure and Support	20 %
Shih, Ernest	Computer Networking	28 %
Shulman, Anya	Fine Arts, General	20 %
Singer, Scott	Restaurant and Food Services Management	53 %
Singh, Gurinder	Physiology (Includes Anatomy)	52 %
Singh, Gurinder	Study Skills	15 %
Sisneros, Linda	Electronics & Electric Technology	43 %
Smith, Nancy	Administration of Justice	0 %
Smith, Nathaniel	Automotive Technology	53 %
Smith, Noel	Mathematics, General	33 %
Smith, Noel	Mathematics Skills	13 %
Smith, Sally	Administration of Justice	40 %
Soghomonians, Arlen	Emergency Medical Services	30 %
Solomon, Enrico	Administration of Justice	0 %
Sowards, Timothy	Administration of Justice	20 %
Sowinski, Lisa	Mathematics, General	47 %
Sowinski, Lisa	Mathematics Skills	13 %
Speck, Christian	Business Administration	20 %
Speck, Christian	Real Estate	40 %
Spencer, Katherine	Classics-Humanities	20 %
Spencer, Katherine	Other Humanities	20 %
Stanford, Trina	Psychology, General	40 %
Stanphill, Cindy	English	20 %
Starkey, Danielle	English	20 %
Staten, Keith	Paralegal	40 %
Stevens, Briagha	English	60 %
Stevens, Janis	Dramatic Arts	28 %
Stickel, Mike	Automotive Collision Repair	66 %
Strawn, Gregory	English	40 %
Sullivan, Sydney	Coordinator	40 %
Sundin, Daniel	Microbiology	41 %
Supin, Vitaliy	Mathematics, General	67 %
Suresh, Sooraj	Mathematics, General	27 %
Swanson, Maureen	Administration of Justice	0 %
Swift, Charles	Administration of Justice	0 %
Tabish, Syeda Momina	Computer Programming	35 %
Tamariz, Santiago	Spanish	27 %
Tejomaya, Raquel	Psychology, General	20 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2024  
American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Testa, Andrew	English	53 %
Thompson, Kelly	Restaurant and Food Services Management	13 %
Thuston, Marrin	English	40 %
Togonon, Dennis	Physiology (Includes Anatomy)	52 %
Toomey, Daniel	Administration of Justice	40 %
Torres, Alex	Computer Networking	48 %
Torres, Santos	Sociology	40 %
Torres, Veronica	Drafting Technology	30 %
Tran, Dennis	Counselor	10 %
Tran, Ocean	Electrical	62 %
Turkot, Kateryna	Business and Commerce, General	20 %
Tuttle, Nick	Psychology, General	40 %
Tweet, Tracie	Mortuary Science	53 %
Umhauer, Teri	Fashion	20 %
Uptegrove, Jim	Administration of Justice	0 %
Valenzona, Deborah	Reading	33 %
VanElls, Deborah	History	20 %
Vasquez, Karen	Speech Communication	40 %
Verbitskiy, Diana	Russian	53 %
Verdoorn, Dirk	Geography	20 %
Vervilos, Vasseliki	Accounting	53 %
Vitaich, Jason	Political Science	40 %
Voudouris, Theodore	Administration of Justice	0 %
Wake, Audra	Paralegal	60 %
Walker, Eric	Administration of Justice	0 %
Watters, Stephen	Anthropology	40 %
Wei, Jiahui	Chemistry, General	52 %
Weinberger, Aaron	Automotive Technology	20 %
Welch, Nicole	Business Management	20 %
Welkley, Debra	Sociology	40 %
Welshons, Brian	Administration of Justice	0 %
Welty, Ann	Counselor	32 %
West, Sharon	Business and Commerce, General	40 %
Wheaton, Veronica	Chemistry, General	52 %
Wheeler, Madison	German	53 %
Wheeler, Susan	Small Business and Entrepreneurship	40 %
Wheeler, Susan	Marketing & Distribution	7 %
White, Bryan	Mathematics, General	33 %
White, Gay	ESL Writing	40 %
White, Gay	ESL Speaking/Listening	20 %
Wilkerson, Asha	Paralegal	40 %
Williams, Alicia	Child Development/Early Care and Educatio	20 %
Williams, Alicia	Infants and Toddlers	20 %
Williams, Dacia	Psychology, General	60 %
Willson, Laurel	Chemistry, General	52 %
Winegar, Levi	Geographic Information Systems	22 %
Winger, Jason	Administration of Justice	0 %
Winston-Sandefur, Cotys	Digital Media	28 %
Winston-Sandefur, Cotys	Computer Graphics and Digital Imagery	20 %
Winter, Douglas	Applied Photography	28 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2024**  
**American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Wong, Kim	Administration of Justice	0 %
Wong, Rebecca	ESL Writing	40 %
Wong, Rebecca	ESL Speaking/Listening	20 %
Wooden, Tami	Physical Education	30 %
Wright, Willie	Administration of Justice	0 %
Zambello, Giancarlo	Psychology, General	40 %
Zimny, Paul	Dance	15 %

**TEMPORARY, PART-TIME EMPLOYEES Fall 2024**  
**Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Adame, Ryan	Dramatic Arts	47 %
Adams, Ashleigh	Speech Communication	40 %
Ahearn, Thomas	English	60 %
Ahmadi, Abbas	Computer Networking	48 %
Allen, Cheryl	Family Studies	60 %
Allo Allo, Viola	Librarian	27 %
Aly, Mohamed	Physiology (Includes Anatomy)	52 %
Amer, M. Rosalie	Librarian	7 %
Amos, Kendra	Ethnic and Cultural Studies	60 %
Appleton, Lekisha	Physical Education	30 %
Aptekar, Rachel	Biology, General	20 %
Aptekar, Rachel	Physiology (Includes Anatomy)	20 %
Babka, Cary	Television (including combined TV/film/v	28 %
Ballard, Sheryl	Child Development/Early Care and Educatio	40 %
Barela, Eva	Spanish	35 %
Becker, Kathleen	Chemistry, General	59 %
Beren, Timothy	Mathematics, General	57 %
Beren, Timothy	Mathematics Skills	7 %
Biesiadecki, Mary	Veterinary Technician (Licensed)	27 %
Binder, Marnie	Classics-Humanities	40 %
Browne, Rachael	Sociology	60 %
Bush, Amy	Librarian	35 %
Caddy, Erin	ESL Writing	20 %
Carinci, Sherrie	Business and Commerce, General	60 %
Carson, Mari	Technical Theater	28 %
Carvalho, Brenda	Mathematics, General	28 %
Charters, Suzette	Mathematics, General	40 %
Choate, Spencer	Speech Communication	40 %
Chow, Nicholas	Mathematics, General	35 %
Coen, Amanda	Biology, General	20 %
Coleman, Jillian	Other Humanities	60 %
Collins, Ted	Fire Technology	20 %
Contreras Cardenas, Angel	Physiology (Includes Anatomy)	52 %
Coronado Barraza, Victor	Spanish	53 %
Crain, Danielle	Physiology (Includes Anatomy)	52 %
Crume, Tabin	Librarian	22 %
Dale, Jeffrey	Philosophy	40 %
Daly, Jennifer	Photography	40 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2024**  
**Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Dang, Tina	Counselor	2 %
Dang, Tuong	Vietnamese	53 %
Dartez, Gail	Dramatic Arts	40 %
Davenport, Carly	Mass Communications	40 %
Davis, Sarah	Librarian	11 %
De Diego, Stephen	Real Estate	20 %
de Jesus, Michael	Restaurant and Food Services Management	13 %
de la Torre, Catherine	Child Development/Early Care and Educatio	40 %
De Mars, Eva	Physical Education	30 %
Diehl, Kellie	Physical Education	30 %
Domek, Anna	General Work Experience	20 %
Dowd, Nicholas	English	60 %
Duangboudda, Doris	Anthropology	40 %
Eads, Roy	Construction Inspection	20 %
Edmonds, Jason	Anthropology	60 %
Elston, Tyler	Sociology	40 %
Espinoza, Juan	English	20 %
Estes, Rebecca	Spanish	35 %
Evans, Debra	Business and Commerce, General	20 %
Evans, Debra	Information Technology, General	33 %
Evans, Debra	Software Applications	13 %
Evoy, Angela	Anthropology	52 %
Falloon, Matthew	English	60 %
Fitz Gibbon, Linda	Sculpture	28 %
Fitzpatrick, Tamara	Business Administration	60 %
Floyd, Amy	Pharmacy Technology	58 %
Fortunato, Monique	Anthropology	32 %
Fowler, Elmira	Mathematics, General	63 %
Gage, Ambyr	English	60 %
Gager, Tamatha	Psychology, General	20 %
Gale, Jessilyn	English	20 %
Gale, Jessilyn	Speech Communication	40 %
Garcia Sanchez, Juan	Geographic Information Systems	23 %
Gilmore, Cassandra	Anthropology	32 %
Glauner, Chelsea	Psychology, General	20 %
Gonzalez, Gregory	English	40 %
Goodrich, Robert	Geography	56 %
Gordon, Henry	Librarian	19 %
Graham, Frank	English	60 %
Grahn, Robert	Physiology (Includes Anatomy)	40 %
Green, Charlene	Counselor	8 %
Greer, Albert	Astronomy	20 %
Griffith, Timothy	Construction Inspection	20 %
Gryffin, Peter	Health Occupations, General	60 %
Guan, Bao	Mathematics, General	33 %
Guan, Bao	Mathematics Skills	13 %
Gutierrez, Fabiola	Academic Guidance	20 %
Hall, Javelin	English	40 %
Hall, Javelin	ESL Speaking/Listening	20 %
Hancock, Sarah	English	40 %
Hendrickson, Mary	Speech Communication	60 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2024**  
**Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Henkens, Robert	Fire Academy	36 %
Hicks, Charity	Information Technology, General	13 %
Hicks, Charity	Software Applications	27 %
Hileman, Christopher	Fire Academy	36 %
Hoang, Frank	Chemistry, General	52 %
Holden, Cherrelle	English	60 %
Homan, Steve	Music	37 %
Hover-Smoot, Katherine	Fine Arts, General	60 %
Howe, Dawn	Equine Science	35 %
Huang, Zhi Hua	Accounting	47 %
Hutson, Natisha	Counselor	35 %
Inoue, Faye	Health Occupations, General	47 %
James, William	Spanish	55 %
Jay, Susan	Fire Technology	20 %
Johnson, Brian	Philosophy	20 %
Johnson, John	Sales and Salesmanship	20 %
Johnson, John	E-Commerce (business emphasis)	20 %
Johnson, Robert	Business and Commerce, General	20 %
Jones, Jenny	Counselor	5 %
Jones, Jenny	Counselor	33 %
Jones, Jenny	Counselor	10 %
Jones, Kristin	Health Occupations, General	60 %
Kair, Beven	Mathematics, General	35 %
Kair, Beven	Mathematics Skills	13 %
Karsiere, Sarma	Art	28 %
Karsiere, Sarma	Painting & Drawing	28 %
Keightley, Keir	Geography	36 %
Kellerman, Theresa	Mathematics, General	20 %
Kiley, Hunter	Fine Arts, General	40 %
Kim, Elizabeth	Speech Communication	20 %
King, Carrie	Sign Language	53 %
King, Eric	Biology, General	36 %
King, Kimberly	Learning Skills, Learning Disabled	15 %
King, Kimberly	Counselor	45 %
King, William	Construction Crafts Technology	15 %
Knudsen, Mark	Chemistry, General	52 %
Kolleda, Lance	Business and Commerce, General	20 %
Kor, Samra	ESL Writing	20 %
Kor, Samra	ESL Speaking/Listening	20 %
Kosowski, Maria	English	40 %
Kraljev, Lee	Social Justice: General	20 %
Kraljev, Lee	Anthropology	40 %
Larsen, Lawrence	Mathematics, General	35 %
Latta, Penelope	ESL Writing	60 %
Lautamo, Mikko	Computer Graphics and Digital Imagery	28 %
Lautamo, Mikko	Painting & Drawing	28 %
Lemoine, Florence	History	20 %
Lenz, Dakota	English	40 %
Levy, Stacia	ESL Writing	40 %
Levy, Stacia	ESL Speaking/Listening	27 %
Lewis, Ahisha	Human Services	60 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2024**  
**Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Liang, Zhicheng	Economics	60 %
Ligmond, Katie	Fine Arts, General	20 %
Limon, Kimberly	English	40 %
List, Mark	Geology	36 %
Loforte, Priscilla	Anthropology	20 %
Logan, Jason	Sociology	20 %
Lotter, Richard	Music	60 %
Lyons, Kristine	Ceramics	57 %
MacDonald, Andrew	Philosophy	40 %
Maduchukwu, Ifeanyi	Accounting	47 %
Mahmood, Ghazanfar	Health Occupations, General	40 %
Mahmood, Ghazanfar	Administrative Medical Assisting	10 %
Marcello, Kaylah	Microbiology	63 %
Marchak, Taras	English	60 %
Marslek, Michael	Accounting	47 %
Martinez, Maricela	Spanish	35 %
Martinez, Monique	Psychology, General	20 %
McCarthy, Patti	Film Studies	40 %
McCollum, John	Automotive Technology	20 %
McDonald, Katrina	Coordinator	56 %
McMurdo, Tammy	Nutrition, Foods, and Culinary Arts	40 %
McNee, Shay	History	60 %
Mendoza, Erica	Counselor	2 %
Merriman, Kimberly	ESL Writing	40 %
Mesbah, Mehran	Painting & Drawing	57 %
Miranda, Yolanda	Counselor	2 %
Miskovich, Tara	Psychology, General	20 %
Mondragon-Lopez, Sergio	Counselor	21 %
Moore, Jamillah	Speech Communication	40 %
Mullerworth, Trudi	English	40 %
Murakami-Smith, Lynne	Physical Education	15 %
Murakami-Smith, Lynne	Physical Fitness and Body Movement	30 %
Navarro, Murray	Mathematics, General	35 %
Nelsenador, Matthew	Mathematics, General	63 %
Nelson, Jacquelynn	Counselor	2 %
Ngo, Tran	Mathematics, General	33 %
Nguyen, Alfonso	Learning Skills, Learning Disabled	35 %
Nguyen, Alfonso	Counselor	24 %
Nguyen, Hoang	Economics	40 %
Nguyen, Yen	Vietnamese	53 %
Nielson, Jonathan	History	40 %
Nunnally, Justin	Applied Photography	28 %
Odom-Chea, Lucy	Mathematics, General	35 %
Ogilvie, Sheila	Academic Guidance	60 %
Olsen, Christopher	Psychology, General	20 %
Olson, Kyle	Mathematics, General	35 %
Onu, Faith	Librarian	16 %
Otono, Erica	Child Development/Early Care and Educatio	20 %
Otono, Erica	Child Development Administration and Mana	40 %
Parker, Dawn	Counselor	53 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2024**  
**Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Parker, Grant	Music	20 %
Patrick, Jennifer	Office Technology/Office Computer Applicati	7 %
Patrick, Jennifer	Information Technology, General	7 %
Patten Armbrust, Evelyn	Psychology, General	40 %
Pavlic, Jordan	Physiology (Includes Anatomy)	20 %
Peacock, Kristin	Counselor	14 %
Peacock, Kristin	Counselor	16 %
Peacock, Kristin	Counselor	2 %
Peacock, Kristin	Counselor	2 %
Perales, Chantel	English	40 %
Perkins, Deirdre	Computer Networking	54 %
Peters, Kevin	Radio and Television	28 %
Peyton, Terry	Intercollegiate Athletics	41 %
Phair, Krista	Speech Communication	20 %
Phillips, Matthew	Computer Programming	20 %
Pierce, Donald	Computer Programming	20 %
Poeppelman, Timi	Coordinator	56 %
Polanco, Jb	Automotive Technology	28 %
Pontello, Christopher	Art	28 %
Pontello, Christopher	Painting & Drawing	28 %
Popescu, Bogdan	Physics, General	56 %
Possemato, Frank	English	60 %
Prasad, Supreeth	Chemistry, General	59 %
Purdy, Christopher	Engineering, General	55 %
Ramirez, Fairuze	English	20 %
Ramirez, Fairuze	ESL Writing	40 %
Rauch, Kristin	Anthropology	16 %
Reed, Arthur	Geology	20 %
Reed, Kathaleen	English	60 %
Reyes Cruz, Nanette	Librarian	20 %
Reyes, Francis	Information Technology, General	20 %
Reyes, Francis	Computer Networking	24 %
Riese, Jon	Law, General	20 %
Riese, Kelly	Speech Communication	40 %
Risenhoover, Dale	Health Occupations, General	60 %
Rizam, Dilshod	Art	28 %
Rizam, Dilshod	Painting & Drawing	28 %
Roberts, Jerist	Academic Guidance	20 %
Roberts, Tyson	Sculpture	28 %
Rogers, Stephanie	Biology, General	52 %
Rogness-Serafin, Jessica	English	40 %
Rojo, Desiree	Nutrition, Foods, and Culinary Arts	60 %
Rosco Wysinger, Janayla	Counselor	24 %
Rosenberg, Matthew	Geography	60 %
Rosenberry, Mary	English	40 %
Rowe, Cassandra	Mathematics, General	27 %
Rowe, Cassandra	Mathematics Skills	27 %
Saake, Miranda	English	60 %
Salzman, Julie	Counselor	13 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2024**  
**Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Salzman, Julie	Counselor	21 %
Salzman, Julie	Counselor	21 %
Sanchez Flores, Lidia	Counselor	8 %
Sands-Pertel, Judith	Music	37 %
Sarkovich, Misha	Economics	20 %
Schrumpf, David	History	40 %
Sheldon, Shara	Nutrition, Foods, and Culinary Arts	20 %
Shelton, Anthony	Dramatic Arts	20 %
Shoneff, Ambre	Dramatic Arts	30 %
Short, Christina	Infants and Toddlers	40 %
Short, Christina	Family Studies	20 %
Simon, Lawrence	Astronomy	40 %
Slabaugh, Monica	Construction Crafts Technology	24 %
Smith, Damariye	Speech Communication	20 %
Smith, Valerie	Business and Commerce, General	40 %
Sneed, Linda	English	60 %
Somadhi, Kakwasi	English	20 %
Song, Kur	Information Technology, General	35 %
Song, Kur	Computer Programming	13 %
Spisak, Rosemary	English	40 %
Sproul, Andrea	Geography	40 %
Stanford, Trina	Psychology, General	20 %
Stanphill, Cindy	English	40 %
Steenland, Mark	Film Studies	40 %
Stockton, Franklin	Painting & Drawing	57 %
Strong, Michael	Physics, General	20 %
Strong, Michael	Astronomy	36 %
Suen, Chen	Fire Technology	20 %
Sultanova, Narmina	Music	30 %
Summers, Christopher	English	60 %
Sy, Joanne	Mathematics, General	63 %
Thomasson, Kelly	Microbiology	41 %
Tierney, Joan	Physical Education	30 %
Torok, Kaitlin	Chemistry, General	59 %
Torres Maxson, Michelle	Dramatic Arts	40 %
Torres, Jessica	Counselor	9 %
Trueman, Christopher	Art	28 %
Truong, Nhan	Mathematics, General	62 %
Tuso, Richard	Automotive Technology	39 %
Twist, Ty	Welding Technology	43 %
Vancil, Preston	Adapted Physical Education	65 %
Vest, Jefferson	Business Management	20 %
Vest, Jefferson	Management Development & Supervision	20 %
Vetter, Jacquelyn	English	40 %
Wald, Sarah	Music	20 %
Walker, Cynthia	Coordinator	9 %
Watters, Cody	Zoology, General	52 %
Wellington, Erica	Counselor	29 %
Wergeland, Kari	Librarian	16 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2024**  
**Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Whiteaker, Douglas	Construction Inspection	20 %
Whitehead, Pamela	Fine Arts, General	40 %
Winter, Douglas	Applied Photography	28 %
Wise, Kristine	Nutrition, Foods, and Culinary Arts	60 %
Yeung Whamond, Esther	Counselor	9 %
Zambello, Giancarlo	Psychology, General	20 %
Zamudio, Edher	Ethnic and Cultural Studies	60 %
Zarate Estrada, Alberto	Spanish	50 %
Zehnder, Brandon	Automotive Technology	28 %
Zin, Kyi	Mathematics, General	57 %

**TEMPORARY, PART-TIME EMPLOYEES Fall 2024**  
**Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Abdi, Shadee	Speech Communication	40 %
Abdullah, Zainab	Ethnic and Cultural Studies	40 %
Abeyta, Steven	English	53 %
Adel, Haley	Nutrition, Foods, and Culinary Arts	40 %
Aghabeigi, Farah	Accounting	53 %
Alford, Purificacion	Spanish	35 %
Allen, Stephanie	Computer Programming	27 %
Ames, Tyler	Painting & Drawing	28 %
Ames, Tyler	Sculpture	28 %
Andersen, James	Emergency Medical Services	48 %
Baker, Tara	Business and Commerce, General	40 %
Baker-Nauman, Lynn	Human Services	20 %
Bates, Andrew	Administration of Justice	40 %
Bauer, Christian	Philosophy	40 %
Beatty, Heather	English	33 %
Beese, Michelle	Counselor	30 %
Beltz, Cynthia	Children with Special Needs	20 %
Beltz, Cynthia	Infants and Toddlers	20 %
Beltz, Cynthia	Family Studies	20 %
Blake, Amber	Health Occupations, General	27 %
Blaney, Julie	Nurse	50 %
BoarerPitchford, Julie	Nutrition, Foods, and Culinary Arts	20 %
Bolton, Sara	Spanish	35 %
Bonifacini, John	Physical Education	45 %
Borders, Angela	English	40 %
Boudreau, Christine	Chemistry, General	52 %
Brown, Charles	Computer Software Development	20 %
Brown, Charles	Engineering, General	35 %
Brown, Ori	Administration of Justice	20 %
Buch, Dipali	Business and Commerce, General	40 %
Buch, Dipali	Business Management	20 %
Bui, Jimmy	ESL Speaking/Listening	40 %
Bulaong, Jesse Paul	Mathematics, General	27 %
Bulaong, Jesse Paul	Mathematics Skills	13 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2024****Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Burke, Paul	Sociology	20 %
Castro, Livia	Engineering, General	33 %
Cherok-Fenner, Natalie	Medical Laboratory Technology	59 %
Choate, Spencer	Speech Communication	20 %
Christensen, Kalee	Biology, General	15 %
Christensen, Kalee	Microbiology	41 %
Christensen, Kalee	Job Seeking/Changing Skills	7 %
Chung, Dorcas	Philosophy	40 %
Clark Jr., Brent	Sociology	20 %
Cone, Bryan	Psychology, General	20 %
Cooper, Paul	History	40 %
Cottle, Kerry	Painting & Drawing	28 %
Crennell, Cynthia	Administration of Justice	20 %
Crow, Michael	Water and Wastewater Technology	20 %
Cruz, Ronald	English	60 %
Dale, Michael	Music	62 %
Darr Glynn, Kristina	Counselor	60 %
Davis, Michael	Information Technology, General	20 %
Davis, Michael	Computer Programming	20 %
Delosa, Peter	Manufacturing and Industrial Technology	28 %
DeMercurio, Dana	Speech Communication	60 %
Di Cosmo Medlock, Andreama	Economics	40 %
Diehl, Kellie	Physical Education	30 %
Divittorio, Amy	Spanish	35 %
Dobson, Veronica	Psychology, General	20 %
Domek, Anna	General Work Experience	40 %
Du, Kseniya	Painting & Drawing	28 %
Easley, Kevin	Ethnic and Cultural Studies	60 %
Eitel, Juliet	Mathematics, General	20 %
Ellis, Addie	Counselor	18 %
Emad, Navid	French	53 %
Emmert, Megan	Classics-Humanities	20 %
Faulkner, Leisa	Sociology	20 %
Fernandes, Scotty	Applied Photography	13 %
Fitch, Susan	Accounting	53 %
Fulmer, James	Chemistry, General	27 %
Gaffaney, Timothy	Political Science	20 %
Gappy, James	Computer Programming	20 %
Gardner, Carolin	Psychology, General	20 %
Geery, Linda	Accounting	13 %
Genelsa, Abigail	Biology, General	8 %
Genelsa, Abigail	Physiology (Includes Anatomy)	52 %
Germany, Talver	Painting & Drawing	57 %
Gill, Ravenpreet	Sociology	60 %
Gilmore, Cassandra	Anthropology	20 %
Goff, Callie	English	60 %
Goli, Shabnam	Music	60 %
Goodwin, Alexandria	Biology, General	8 %
Goodwin, Alexandria	Nutrition, Foods, and Culinary Arts	20 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2024****Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Gover, Darby	Chemistry, General	52 %
Gray, Robert	Physical Fitness and Body Movement	15 %
Gray, Robert	Exercise Sciences/Physiology and Movemen	20 %
Gray, Victoria	Classics-Humanities	60 %
Greene, Calvin	Mathematics, General	40 %
Hager, Jaclyn	Earth Science	15 %
Hall, Darren	Fire Technology	20 %
Hall, Laura	Nutrition, Foods, and Culinary Arts	40 %
Hamkar, Behzad	History	20 %
Hanrahan, Molly	Physical Education	15 %
Hanrahan, Molly	Intercollegiate Athletics	49 %
Harris, Kendra	Biology, General	32 %
Harris, Kendra	Microbiology	20 %
Hart, Aleris	Jewelry	28 %
Hastie, Kelsie	History	20 %
Hawley, Jennifer	English	40 %
Heiler, Felicia	Software Applications	47 %
Hendricks, Robert	Information Technology, General	40 %
Henry, Kristin	Oceanography	20 %
Hicks, Charity	Information Technology, General	12 %
Hilger-Estrada, Tanya	Chemistry, General	59 %
Hoffman, Dale	Anthropology	16 %
Hood, Khulan	Music	60 %
Hopkins, Don	Administration of Justice	60 %
Huber, Doris	ESL Writing	60 %
Huddleston, Robert	Computer Programming	40 %
Jacques, Molly	Physical Education	45 %
Jacques, Molly	Exercise Sciences/Physiology and Movemen	20 %
Johnson, Lewis	Music	18 %
Johnson, Glenn	Computer Programming	20 %
Johnston, Erin	Physical Education	30 %
Jones, Abram	ESL Speaking/Listening	20 %
Jones, Palmis	Psychology, General	40 %
Kawamoto, Walter	Ethnic and Cultural Studies	40 %
Kidd, Joanna	Painting & Drawing	28 %
Kidd, Joanna	Sculpture	28 %
Knox, Paul	English	40 %
Koch, Kristen	Fine Arts, General	20 %
Kolleda, Lance	Business Management	20 %
Lavaroni, Alexandria	ESL Writing	20 %
Leitner, David	Anthropology	36 %
Lorenzo, Gina	Counselor	55 %
Lynch, Blair	Psychology, General	40 %
Maddock, Robert	History	40 %
Magnuson, Vasiliki	Physical Education	30 %
Mahaffey, Christopher	Biology, General	36 %
Marlow, Edward	Water and Wastewater Technology	20 %
Martinez, Breeana	Physical Education	30 %
Martinez, Breeana	Exercise Sciences/Physiology and Movemen	15 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2024****Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
McConnell, Joel	Counselor	20 %
McDaniel, Monique	Ethnic and Cultural Studies	40 %
McGhee, Kelly	Counselor	38 %
McHenry, Jennifer	Geography	56 %
McMillin, Stella	Biology, General	20 %
McNeal, Nicole	English	40 %
Melvin, Anette	Child Development/Early Care and Educatio	20 %
Meyer, Kristin	English	60 %
Miller, Joselle	Dramatic Arts	20 %
Millington, James	Information Technology, General	12 %
Mirmobiny, Shadie	Fine Arts, General	20 %
Mirmobiny, Shadie	Classics-Humanities	20 %
Mitchell, Sunny	Dance	52 %
Montague-Archer, Nancy	Astronomy	20 %
Mullerworth, Trudi	English	20 %
Neitling, Cassandra	Microbiology	41 %
Neitling, Cassandra	Physiology (Includes Anatomy)	20 %
Neuman, Christine	English	67 %
Njoku, Portia	Music	42 %
Osorio, Cecilia	Biology, General	44 %
Padash, Nooshin	Coordinator	36 %
Page, Monica	ESL Writing	60 %
Patten Armbrust, Evelyn	Psychology, General	20 %
Pechenova, Mariia	Music	62 %
Pellerin, Kristie	Biology, General	20 %
Perez, Amelia	Mathematics, General	27 %
Perez, Amelia	Mathematics Skills	13 %
Perez, Craig	Physical Education	60 %
Perkins, Brett	English	40 %
Plutino, Linda	Economics	20 %
Postiglione, Sayda	Spanish	35 %
Quintell, Melonie	Guidance	20 %
Radekin, Rachel	Study Skills	40 %
Radekin, Rachel	Counselor	20 %
Rahman, Ferdousi	Physiology (Includes Anatomy)	52 %
Ramil, Heather	Water and Wastewater Technology	35 %
Ramos, Maria	Nutrition, Foods, and Culinary Arts	40 %
Reno, Susan	Health Occupations, General	53 %
Roberts, Heather	Physiology (Includes Anatomy)	20 %
Rodriguez, Julie	Psychology, General	60 %
Rubio, Juan	Accounting	27 %
Rutz, Patrick	Intercollegiate Athletics	45 %
Ryan, Diana	Coordinator	17 %
Sanford, Jennifer	Psychology, General	40 %
Sanford, Jennifer	Human Services	20 %
Schenck, Lorena	Child Development/Early Care and Educatio	40 %
Scrogins, Joshua	Mathematics Skills	19 %
Scrogins, Joshua	Physics, General	48 %
Selby, David	Political Science	40 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2024**

**Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Shaukat, Naveed	Health Occupations, General	40 %
Shuman, Nicole	Other Engineering and Related Industrial Te	20 %
Silva-Henry, Rachel	Study Skills	40 %
Silva-Henry, Rachel	Counselor	18 %
Smith, Patrick	ESL Writing	40 %
Smith, Valerie	English	20 %
Snow, Camille	Psychology, General	40 %
Snow, Camille	Counselor	20 %
Son, Junggho	Chemistry, General	57 %
Sporov, Evgeniy	Music	15 %
Staves, Corinne	Emergency Medical Services	29 %
Steensland, Mark	Film Studies	20 %
Suresh, Sooraj	Mathematics, General	20 %
Sutton, Amber	Child Development/Early Care and Educatio	40 %
Sutton, Amber	Child Development Administration and Mana	20 %
Thompson, Robert	Administration of Justice	20 %
Triphon, Joann	Nurse	50 %
Tully, David	Computer Programming	27 %
Tully, David	Computer Networking	24 %
Tuttle, Nick	Psychology, General	20 %
Van Camp, James	Film Studies	20 %
Van Camp, James	Dramatic Arts	28 %
Vellone, Shannon	Anthropology	40 %
Veras, Clarisa	Spanish	35 %
Vitaich, Jason	Political Science	20 %
Wai, Newton	Mathematics, General	47 %
Walden, Ashley	Physical Education	45 %
Walden, Ashley	Exercise Sciences/Physiology and Movemen	20 %
Ward, Megan	Library Science, General	10 %
Ware, Alan	Manufacturing and Industrial Technology	28 %
Warman, James	Health Occupations, General	40 %
Warnes, Mathias	Philosophy	20 %
Watson, Stephani	Political Science	20 %
Watters, Stephen	Anthropology	20 %
Wedge, Julia	Dance	45 %
Welty, Margaret	Art	57 %
Williams, Joshua	Astronomy	56 %
Wolfe, Tara	French	53 %
Works, Bethany	Speech Communication	60 %
Wright, Cheryl	Business Management	60 %
Youngblood, Brandon	Psychology, General	20 %
Zhang, Ying	Mathematics, General	27 %
Zhang, Ying	Mathematics Skills	13 %

**TEMPORARY, PART-TIME EMPLOYEES Fall 2024**

**Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Abbott, Kate	English	40 %
Abe, Donyale	Community Health Care Worker	13 %
Abe, Donyale	Academic Guidance	20 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2024  
Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Ackley, Robert	Psychology, General	20 %
Adam, John	Surveying	27 %
Adams, Stephen	History	60 %
Agostinho, Dalaina	Sociology	20 %
Akramullah, Shahriar	Computer Programming	35 %
Al Hilfi, Bashar	Computer Programming	35 %
Aldabe, Bertrand	Environmental Control Technology (HVAC)	40 %
Alexander, Frances	Accounting	20 %
Amavisca, Elizabeth	Nursing	46 %
Amir, Yael	Coordinator-Instruct LAB	22 %
Anapolsky, Carol	Digital Media	21 %
Anapolsky, Carol	Computer Graphics and Digital Imagery	41 %
Anaya, Marc	Ethnic and Cultural Studies	60 %
Anderson, Jared	Speech Communication	60 %
Anderson, Kristen	Film Studies	40 %
Anderson, Kristen	Film History and Criticism	20 %
Anderson, Silvia	Child Development/Early Care and Educatio	27 %
Anderson, Silvia	Child Development Administration and Mana	20 %
Angel, Jodelle	English	60 %
Angello, James	Art	28 %
Angello, James	Painting & Drawing	28 %
Appel, Rolfe	Administration of Justice	20 %
Arack, James	Psychology, General	29 %
Aranas, Zsanel Jestine	ESL Writing	20 %
Arfuso, Chimine	Ethnic and Cultural Studies	20 %
Armstrong, Charles	Physics, General	36 %
Ashe, Chip	Psychology, General	20 %
Ashe, Chip	Counselor	35 %
Astarte, Sarah	Psychology, General	60 %
Austin, April	Librarian	29 %
Avramenko, Liliana	Russian	27 %
Babb, Danielle	Software Applications	53 %
Bair, Lewis	Information Technology, General	40 %
Bardewa, Saroj	Computer Programming	35 %
Barela, Eva	Spanish	27 %
Barry, Anna	Health Occupations, General	67 %
Bartkiewicz, Matthew	Air Traffic Control	47 %
Bassi, Surinder	Mathematics, General	27 %
Batarseh, Joseph	Arabic	33 %
Batarseh, Joseph	History	20 %
Batarseh, Samer	Business and Commerce, General	40 %
Beatrice, Gabrielle	Commercial Music	20 %
Beck-Wegner, Noemi	Psychology, General	40 %
Bell, David	Political Science	20 %
Bella, Cheryl	Sign Language	27 %
Bennett, Mela	Sign Language	27 %
Beyrer, Kimberlee	Counselor	18 %
Beyrer, Kimberlee	Counselor	17 %
Billups, Kevin	Physical Therapy Assistant	32 %
Borders, Angela	English	20 %
Borg-Thepot, Sonia	Speech Communication	60 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2024**  
**Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Bowman, Sean	Accounting	53 %
Boyd, Alexandra	Speech Communication	40 %
Bratton, Clayton	Physics, General	16 %
Bratton, Clayton	Astronomy	36 %
Bravo-Nguyen, Rosette	Dental Hygienist	17 %
Buchanan-Cello, Shelly	Library Technician (Aide)	40 %
Burke, Larenda	Administration of Justice	20 %
Caballero Talavera, Nicolas	Psychology, General	40 %
Camp, Kevin	Economics	20 %
Cano Chavez, Veronica	Counselor	14 %
Cano Chavez, Veronica	Counselor	39 %
Cardenas, Theresa	Counselor	37 %
Carney, Diane	Environmental Science	20 %
Carter, Kathy	Child Development/Early Care and Educatio	20 %
Caselli, Nancy	Speech Communication	20 %
Cecil, Susan	Dental Assistant	40 %
Cervantes, Jordan	Counselor	27 %
Chapek, Carl	Information Technology, General	33 %
Chave, Joshua	Interpersonal Skills	7 %
Chave, Joshua	Counselor	33 %
Chavez, Brian	Intercollegiate Athletics	38 %
Cho, Eun	Painting & Drawing	28 %
Cho, Eun	Ceramics	28 %
Christian, Sena	Journalism	20 %
Cisneros, Michael	Counselor	14 %
Clark, Terri	Librarian	60 %
Colby, Shannon	Psychology, General	20 %
Collins, Michael	History	40 %
Colombo, Julie	English	40 %
Colombo, Julie	Academic Guidance	20 %
Conrad, Bradley	Commercial Music	28 %
Corbin, Antoinette	Chemistry, General	52 %
Crail, Charr	Multimedia	21 %
Crain, Michael	Music	20 %
Crain, Michael	Commercial Music	22 %
Curto, Kathleen	Applied Photography	48 %
Dalton, Monique	Cosmetology and Barbering	39 %
Daniels, Lisa	Social Justice: General	20 %
Daniels, Lisa	Ethnic and Cultural Studies	40 %
Dao, Thanh-Thuy	Computer Information Systems	35 %
Davenport, Sadie	Librarian	9 %
Davis, Kenneth	Drafting Technology	28 %
Davis, Lachanda	Philosophy	20 %
Dayton, David	ESL Integrated	40 %
DeLappe, Lori	Technical Theater	28 %
DeLappe, Lori	Dramatic Arts	23 %
Derby, Kristi	Physical Therapy Assistant	10 %
Desrosiers, Michelle	Cosmetology and Barbering	63 %
Deville, Nancy	Journalism	27 %
Diaz-Gastelum, Gloria	Spanish	27 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2024**  
**Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Dickman, Cassie	Journalism	20 %
Diehl, Nicholas	Philosophy	60 %
Digrigorio, Nicole	Computer Graphics and Digital Imagery	28 %
Dokes, Eugene	Business Administration	40 %
Dougherty, John	Ethnic and Cultural Studies	60 %
Duran, Alejandra	Counselor	10 %
Eakins, Robert	English	60 %
Eckley, Teresa	Psychology, General	20 %
Eifler, Tristan	Chemistry, General	52 %
Ellis, Addie	Psychology, General	20 %
Evrlist, Brett	Computer Programming	35 %
Farrell, Kevin	Environmental Control Technology (HVAC)	30 %
Farrelly, Joseph	Sociology	40 %
Fayko, Robyn	Anthropology	36 %
Ferguson, Thomas	Chemistry, General	59 %
Fix, Andrew	Philosophy	20 %
Fleck, Jessica	Sociology	35 %
Fore, Dana	English	60 %
French, Catherine	English	40 %
Frisby, Ianna	Painting & Drawing	28 %
Frisby, Ianna	Ceramics	28 %
Gaffaney, Timothy	Political Science	40 %
Gaines, Hillary	Digital Media	21 %
Gambol, Eugene	Ethnic and Cultural Studies	20 %
Gander, Therese	Mathematics, General	40 %
Garcia, Isela	Cosmetology and Barbering	65 %
Gates, Jennine	Dental Hygienist	9 %
Gebers, Nur	ESL Speaking/Listening	20 %
Gebers, Nur	ESL Integrated	40 %
Gere, C.	ESL Integrated	40 %
Gifford, Christina	English	40 %
Glynn, Harley	Commercial Music	20 %
Glynn, Mariel	Counselor	34 %
Glynn, Mariel	Counselor	19 %
Gmelin, Robert	English	40 %
Goldsmith, Maryll	Music	32 %
Gonzalez, Paula	Counselor	35 %
Gould, Jamie	Sign Language	27 %
Grady, Kevin	Learning Skills, Learning Disabled	43 %
Grasso, Matthew	Music	18 %
Graves, Sherri	Biology, General	40 %
Graves, Sherri	Natural History	27 %
Green, Charlene	Psychology, General	20 %
Gregory MacMillan, Marcella	Japanese	53 %
Gubbins, Timothy	Railroad and Light Rail Operations	20 %
Guimont, Roger	Environmental Control Technology (HVAC)	20 %
Gutierrez, Jennifer	Fine Arts, General	20 %
Gutierrez, Jennifer	Classics-Humanities	40 %
Gutowsky, Edward	English	40 %
Hamilton, Timothy	History	60 %
Han, Bora	Fashion Production	43 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2024  
Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Hanaumi, Don	Sign Language	53 %
Hansen, Eric	Environmental Science	26 %
Hansen, Eric	Biology, General	20 %
Hansen, Eric	Natural History	16 %
Haroyan, Satenik	Mathematics, General	67 %
Harris, Richard	Administration of Justice	40 %
Heisinger, Kurt	Accounting	53 %
Hernandez, Israel	Administration of Justice	40 %
Herrera, Daniel	Computer Graphics and Digital Imagery	21 %
Hill, Deirdre	Counselor	57 %
Hillenbrand, Collin	Sign Language	27 %
Hoerl, Timothy	Digital Media	21 %
Hogan, Heather	Website Design and Development	21 %
Hogan, Heather	Other Engineering and Related Industrial Te	43 %
Howe, Judith	Librarian	43 %
Howery, Matthew	Philosophy	60 %
Hung, Gary	Counselor	29 %
Hung, Gary	Counselor	9 %
Hunter, Kara	Speech Communication	60 %
Hur, Soon	Asian (Chinese and Japanese excluded)	27 %
Imagine, Eve	English	40 %
Imagine, Eve	Academic Guidance	20 %
Jackson, Angela	Computer Graphics and Digital Imagery	21 %
Jackson, Angela	Coordinator-Instruct LAB	33 %
Jackson, Jillian	Geography	56 %
Jenkins, Brandon	Environmental Control Technology (HVAC)	57 %
Jeppeson, Marsha	Speech Communication	40 %
Johansen, Trine	Anthropology	56 %
Johnson-Arthur, Camille	Human Services	20 %
Johnston, Joseph	Commercial Music	28 %
Jones, Amy	Psychology, General	60 %
Jones, Evan	English	60 %
Jones, Leilani	Microbiology	63 %
Jones, Yuriko	Physics, General	64 %
Jordan, Andre	Business and Commerce, General	20 %
Jordan, Andre	Business Administration	20 %
Kahl, Timothy	English	40 %
Kalar, Barry	Administration of Justice	60 %
Kang, Rachel	Music	58 %
Kaufman, Jonathon	Electronic Game Design	21 %
Kaufman, Cheryl	Business and Commerce, General	20 %
Kaufman, Cheryl	Office Technology/Office Computer Applicati	40 %
Kawaguchi, Sophia	Nurse	60 %
Kehew, Julia	History	60 %
Khandaker, Mahbulbul	Astronomy	40 %
Kiel, Jeannette	Psychology, General	25 %
Kiel, Jeannette	Women's Studies	40 %
Kjos, Troy	Physiology (Includes Anatomy)	40 %
Knowles, Deborah	Student Government	22 %
Koch, Kristen	Fine Arts, General	20 %
Kolesnikov, Veronika	Child Development/Early Care and Educatio	20 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2024  
Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Kolesnikov, Veronika	Psychology, General	20 %
Korn, Madeline	Fashion	20 %
Korn, Madeline	Fashion Design	20 %
Korniakov, Alexander	Accounting	40 %
Lagunas-Carvacho, Magaly	Spanish	53 %
Larreynaga, Antonia	Counselor	18 %
Lawrence, Charles	Counselor	2 %
Lawrence, Charles	Counselor	1 %
Lazo, Nicole	Fine Arts, General	40 %
Lazo, Nicole	Other Humanities	20 %
Lazzarone, Gordon	Applied Photography	50 %
LeBlanc, Ruth	Physical Therapy Assistant	13 %
Lee, Jeffrey	English	20 %
Lee, Jeffrey	ESL Writing	20 %
Lee, Pao	Counselor	1 %
Leek, Laura	ESL Writing	20 %
Leek, Laura	ESL Speaking/Listening	40 %
Leininger, Tim	Geography	20 %
Lemoine, Florence	History	40 %
Leong, Hazel Ann	History	60 %
Levy, Myriam	Sociology	20 %
Lewis, Lysha	Sociology	40 %
Lewis, Robert	Real Estate	60 %
Li, Kam Yin	Accounting	40 %
Li, Xiaoli	Library Technician (Aide)	20 %
Liu, Steve	Chinese	53 %
Livas, Melinda	Librarian	17 %
Loforte, Priscilla	Anthropology	32 %
Logan, Jason	Sociology	40 %
Lore, Elisabeth	English	20 %
Lovelace, Kevin	Business and Commerce, General	40 %
Lowrie, Angela	Applied Photography	20 %
Lucas, Devorah	Nutrition, Foods, and Culinary Arts	40 %
Lynch, Blair	Psychology, General	20 %
MacLeod, Brandon	Counselor	21 %
Madrigal, Abraham	Academic Guidance	20 %
Madrigal, Abraham	Counselor	40 %
Manley, Joshua	Machining and Machine Tools	37 %
Marshall, Jessica	Anthropology	40 %
Martinez, Jesus	History	40 %
Mathis, Jaqueline	Academic Guidance	20 %
McMann, Kilian	Computer Graphics and Digital Imagery	21 %
McNelis, Grace	Physical Therapy Assistant	10 %
Mead, William	Computer Programming	35 %
Mehadi, Ahmed	Chemistry, General	59 %
Mercer, Christopher	Anthropology	52 %
Meza, Ryan Angel	Applied Photography	61 %
Millendez, Alannbert	Drafting Technology	28 %
Minawi, Rima	Business and Commerce, General	40 %
Minawi, Rima	Office Technology/Office Computer Applicati	20 %
Mo, Melody	Chinese	27 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2024  
Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Mollow, Mikayla	Biology, General	16 %
Moore, Thomas	Information Technology, General	62 %
Mora, Sarahanne	Engineering, General	27 %
Moreno, Melissa	Ethnic and Cultural Studies	20 %
Mukherjee, Sharmila	Chemistry, General	59 %
Murillo, Christopher	Film Production	62 %
Murillo, Shirley	Child Development/Early Care and Educatio	20 %
Murphy, Charlynne	Child Development/Early Care and Educatio	40 %
Nasiri, Melekeh	Chemistry, General	59 %
Navarro, Marcey	Psychology, General	20 %
Navarro, Paul	Information Technology, General	20 %
Navarro, Paul	Computer Networking	22 %
Neil, Richard	Geography	40 %
Nguyen, Cuong	Counselor	8 %
Nguyen, Phuong	Multimedia	21 %
Nicholson, Joy	Dramatic Arts	43 %
Nicosia-Nadler, Jessica	Applied Photography	57 %
Niyati, Fatemeh	Chemistry, General	59 %
Norman, Ben	Mathematics, General	27 %
Norman, Janith	Business Management	20 %
Okada, Mikiya	Electronic Game Design	21 %
Okada, Mikiya	Computer Graphics and Digital Imagery	21 %
Onu, Faith	Librarian	29 %
Onuoha, Gwendolyn	Counselor	22 %
Ordaz, Rafael	Counselor	21 %
Orona, Brittaini	Ethnic and Cultural Studies	20 %
Orr, Timothy	History	60 %
Otsuki, Andrew	Chemistry, General	63 %
Palmi, Jason	Administration of Justice	20 %
Parkinson, Samuel	Fashion Production	15 %
Parks, Tania	Political Science	40 %
Passal, Steven	English	60 %
Patel, Jay	Accounting	27 %
Patel, Jay	Small Business and Entrepreneurship	20 %
Patria, Rahul	Counselor	22 %
Perkins, Brett	English	20 %
Peterson, Krysta	ESL Speaking/Listening	33 %
Pettler, Janelle	Software Applications	53 %
Phillips, Matthew	Computer Programming	35 %
Pierce, Dayton	Biology, General	67 %
Pintar, Courtney	Dramatic Arts	48 %
Piskun, Yelena	Counselor	16 %
Piskun, Yelena	Counselor	9 %
Plate, Rive	Occupational Therapy Technology	12 %
Pomo, Roberto	Film Studies	40 %
Poon, Alexia	Physical Education	15 %
Poon, Alexia	Intercollegiate Athletics	49 %
Poveda, Gloria	Ethnic and Cultural Studies	20 %
Prichard, Sarah	Accounting	20 %
Prilepina, Tamara	Mathematics, General	53 %
Pryor, Peter	Physical Education	40 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2024  
Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Pytel, Darren	Administration of Justice	40 %
Qureshi, Sarah	Political Science	60 %
Ragbotra, Kamal	Fashion Production	43 %
Rauch, Kristin	Anthropology	36 %
Reach, Lorna	Counselor	26 %
Reiche, Jeremy	Fashion Production	58 %
Reid-Cramer, Randell	Cosmetology and Barbering	46 %
Reyes Cruz, Nanette	Librarian	44 %
Reyes Orozco, Arturo	Environmental Control Technology (HVAC)	60 %
Richardson-Sequeira, Ashley	Computer Networking	24 %
Rickgauer, Donald	Psychology, General	60 %
Ridley, Christina	Physical Therapy Assistant	29 %
Roberts, Cheryle	Human Services	40 %
Robinson, Curtis	Geography	36 %
Rodriguez, Hector	Mathematics, General	67 %
Rojas, Denisse	Counselor	5 %
Roseli, Christina	Child Development/Early Care and Educatio	20 %
Rosen-Aydlett, Lisa	Psychology, General	60 %
Rozek, Paul	History	40 %
Saadati, Zohreh	ESL Speaking/Listening	20 %
Sachdev, Poonam	English	40 %
Saffold, Stephen	Dental Hygienist	34 %
Sala, Alina	Counselor	14 %
Salazar, Rosalinda	English	40 %
Salazar, Rosalinda	Academic Guidance	20 %
Salluzzo, Michelle	Child Development/Early Care and Educatio	20 %
Sanchez, Rafael	English	40 %
Sanchez, Rafael	Academic Guidance	20 %
Sandoval Lopez, Yesenia	Sociology	20 %
Sandoval, Priscilla	Sociology	40 %
Schemel, Nathan	Film Studies	40 %
Schulte, Kristyn	Environmental Science	20 %
Schulte, Kristyn	Natural History	32 %
Schumacher, Robert	Painting & Drawing	28 %
Schumacher, Robert	Sculpture	28 %
Schwartz, Steven	Anthropology	56 %
Sekhon, Manjit	Other Foreign Languages	27 %
Sheldon, Shara	Nutrition, Foods, and Culinary Arts	40 %
Shima, Todd	Ethnic and Cultural Studies	40 %
Shouse, Jennifer	Nutrition, Foods, and Culinary Arts	40 %
Shull, Leslie	Small Business and Entrepreneurship	20 %
Shull, Leslie	Sales and Salesmanship	20 %
Shull, Leslie	Real Estate	20 %
Simmons, Trenton	Psychology, General	40 %
Singh, Jasbindar	Health Occupations, General	40 %
Singh, Jatinder	Computer Programming	35 %
Sisay, Fatoumatta	Physiology (Includes Anatomy)	20 %
Smith, Kimberly	Psychology, General	40 %
Sotelo, Justin	Applied Photography	33 %
Spears, Estelita	General Work Experience	20 %
Spore, Jennifer	Economics	20 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2024  
Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Spruce-Veatch, L	English	40 %
Steele, Marlene	Occupational Therapy Technology	42 %
Stefani, Nancy	ESL Writing	20 %
Stefani, Nancy	ESL Integrated	40 %
Stein, Alicia	Industrial Systems Technology and Maintena	13 %
Stein, Alicia	Environmental Control Technology (HVAC)	14 %
Sterba, Elizabeth	Human Services	20 %
Stoner, Meg	Software Applications	53 %
Storms, Natascha	Anthropology	56 %
Suy, Shaun	Counselor	18 %
Suy, Shaun	Counselor	26 %
Suy, Shaun	Counselor	17 %
Tabrizi, Farough	Counselor	44 %
Tabrizi, Farough	Counselor	16 %
Takahashi, Reiko	Counselor	21 %
Takahashi, Reiko	Counselor	19 %
Takahashi, Reiko	Counselor	7 %
Talle, Tricia	Coordinator-Instruct LAB	50 %
Torres Newey, Laura	English	60 %
Toy-Moy, Victoria	ESL Speaking/Listening	20 %
Traugott, Jacob	Philosophy	60 %
Treadway, Victoria	Child Development/Early Care and Educatio	40 %
Treon, Caron	English	60 %
Tromborg, Chris	Psychology, General	20 %
Tse, Kevin	Computer Information Systems	35 %
Uram, Peter	Mathematics, General	40 %
Uram, Tatyana	Mathematics, General	47 %
Valdovinos, Kristal	Psychology, General	20 %
Van Acker, Gregory	Software Applications	35 %
Van Zanten, Jill	English	20 %
Vang, Paula	Optical Technology	10 %
Vermeire, Adam	Painting & Drawing	57 %
Villec, John	Commercial Music	63 %
Wagner, Michelle	Coordinator-Instruct LAB	9 %
Walker, Sarah	Community Health Care Worker	10 %
Wallace, Jason	English	20 %
Waltz, Thomas	Administration of Justice	40 %
Ward-Richardson, Joycelyn	Child Development/Early Care and Educatio	20 %
Warren, Kelly	Health Professions, Transfer Core Curriculum	7 %
Weatherspoon, Lorraine	Child Development/Early Care and Educatio	20 %
Wergeland, Kari	Librarian	38 %
Westover, Marie	Natural History	36 %
Wheeldon, Sandra	Dental Assistant	40 %
White, Daniel	Business Management	20 %
White, Sylvester	Office Technology/Office Computer Applicati	20 %
Widman, Hannah	Intercollegiate Athletics	15 %
Wiggins, Larisa	Physiology (Includes Anatomy)	20 %
Williams, Gaw	Music	32 %
Williams, Gaw	Commercial Music	20 %
Williams, Gayle	Accounting	13 %
Wilusz, John	Surveying	39 %

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**TEMPORARY, PART-TIME EMPLOYEES Fall 2024  
Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Wong, Malcolm	Mathematics, General	60 %
Wood, Eric	Art	57 %
Wright, Tatyana	Counselor	30 %
Wright, Tatyana	Counselor	30 %
Wright, Stanley	Microbiology	40 %
Wright, Stanley	Natural History	25 %
Wyckoff, Bryan	Speech Communication	60 %
Yapundich, Diane	Political Science	40 %
Yeung, Patrice	Psychology, General	20 %
Youngblood, Brandon	Psychology, General	40 %
Zamarripa, Julio	Interpersonal Skills	7 %
Zamarripa, Julio	Job Seeking/Changing Skills	13 %
Zamarripa, Julio	Counselor	11 %
Zanartu, Luis	Sociology	40 %
Zheng-Dobbs, Tan Yi	Japanese	53 %

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2024  
American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Adams, Timothy	Fire Technology	40 %
Alexander, Carie	Counselor	1 %
Andre, Susan	Academic Guidance	20 %
Ayala-Garcia, Marisol	Emergency Medical Services	30 %
Badilla, Araceli	Job Seeking/Changing Skills	7 %
Beccarelli, Lori	Nutrition, Foods, and Culinary Arts	20 %
Beccarelli, Lori	Dietetic Services and Management	13 %
Bertoglio, Nancy	English	13 %
Bovard, Victoria	Psychology, General	40 %
Caton, Ricardo	History	20 %
Crowder, Michael	English	20 %
Fertel, Kristine	ESL Writing	27 %
Finnecy, Timothy	Physical Education	20 %
Fortman, Anita	Academic Guidance	20 %
Garcia-Adams, Ines	Spanish	53 %
Gilbert-Valencia, Daniel	Software Applications	18 %
Gilbert-Valencia, Daniel	Computer Infrastructure and Support	17 %
Gilman, Joseph	Music	20 %
Giorgi, Mark	Physical Education	20 %
Giorgi, Mark	Intercollegiate Athletics	23 %
Giusti, Anthony	Nutrition, Foods, and Culinary Arts	40 %
Gomez, Martin	Academic Guidance	20 %
Gomez, Martin	Counselor	9 %
Gonsalves, Jana	Nutrition, Foods, and Culinary Arts	60 %
Gonzalez, Robert	Business Administration	40 %
Griffin, Robert	Academic Guidance	40 %
Halle, Joel	Accounting	53 %
Halseth, Andrew	Mathematics, General	27 %
Halseth, Andrew	Mathematics Skills	13 %
Hanstad, Janet	Biology, General	16 %

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**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2024**  
**American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Hanstad, Janet	Microbiology	21 %
Hanstad, Janet	Biotechnology & Biomedical Technology	13 %
Hartman, Galen	Automotive Collision Repair	15 %
Hayes, Rebecca	Website Design and Development	15 %
Hayes, Rebecca	Software Applications	20 %
Heiser, Ceydy	Spanish	27 %
Hokerson, Lori	Psychology, General	20 %
Holmes, Michael	Biology, General	36 %
Jaecks, Glenn	Geology	16 %
Jaecks, Glenn	Geography	1 %
Jenkins, Arthur	Counselor	10 %
Karp, Adam	Spanish	42 %
Kiefer, Christian	English	40 %
Kinoshita, Rory	Mathematics, General	20 %
Kinoshita, Rory	Mathematics Skills	13 %
Kinuthia, Kamau	Economics	40 %
Leibrock, Rachel	Journalism	15 %
Leung, Noue	English	47 %
Limmaneeprasert, Oranit	ESL Writing	40 %
Logan, Thomas	English	40 %
Lovering, Janay	English	50 %
Lysinger, Diana	Russian	27 %
Maddox, Michael	Chemistry, General	20 %
Martinez, Craig	Commercial Art	10 %
Mattson, Sarah	Art	13 %
McCarroll, Sharleen	Mathematics, General	20 %
McCusker, David	Librarian	4 %
McKnight, Dana	Coordinator	18 %
Meadows, Dale	Chemistry, General	52 %
Messer, Carter-Ryan	Mathematics, General	33 %
Messier, Christopher	Welding Technology	57 %
Meyer, Jordan	Electronics & Electric Technology	18 %
Moore, Christopher	Automotive Technology	40 %
Moore, Justin	Physiology (Includes Anatomy)	20 %
Moore, Reyna	Academic Guidance	40 %
Munoz, David	Accounting	13 %
Munoz, David	Tax Studies	27 %
Nakada, Michael	Culinary Arts	20 %
Nakada, Michael	Restaurant and Food Services Management	20 %
Nazareno, Randy	Counselor	11 %
Nokkeo, Jeff	Drafting Technology	63 %
Paez, Alexander	Speech Communication	40 %
Palomares, Carmelita	Guidance	7 %
Palomares, Carmelita	Academic Guidance	20 %
Pico, Glenn	Mathematics, General	27 %
Popowicz, Dylan	Philosophy	20 %
Pulido, Brandi	Academic Guidance	40 %
Quintero, Robert	Academic Guidance	20 %
Ramirez, Richard	Guidance	3 %
Ramirez, Richard	Academic Guidance	20 %
Reese, Mark	Welding Technology	13 %

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**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2024**  
**American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Reilly, Robin	Accounting	40 %
Reynolds, Tera	Academic Guidance	40 %
Roberts-Law, Lisa	Counselor	3 %
Rosario, Brian	Economics	60 %
Russell, Gail	Dramatic Arts	5 %
Rust, Joseph	Academic Guidance	40 %
Rutaganira, Thomas	Mathematics, General	47 %
Sabzevary, Iraj	Information Technology, General	20 %
Sabzevary, Iraj	Database Design and Administration	17 %
Shaukat, Kahkashan	Software Applications	10 %
Shearer, Kirt	Music	20 %
Shrope-Austin, David	Speech Communication	20 %
Shubb, Alisa	Speech Communication	40 %
Sichi, Cielo	Landscape Design & Maintenance	43 %
Silva, Douglas	Culinary Arts	58 %
Simon, Sabina	ESL Writing	20 %
Simon, Sabina	ESL Integrated	23 %
Stoehr, Matthew	Multimedia	15 %
Stoehr, Matthew	Animation	15 %
Stokes, Clarence	Software Applications	8 %
Thompson, Steven	Music	48 %
Thomsen, Charles	Geography	54 %
Tran, Thang	Electrical	62 %
Truong, Binh	Mathematics, General	27 %
Urkofsky, Teresa	Culinary Arts	28 %
van den Bogert, Kevin	Engineering, General	47 %
Vinsant, Denise	Academic Guidance	40 %
Weissbart, Brian	Chemistry, General	35 %
West, Jennifer	Automotive Technology	53 %
Williams, Samuel	Dramatic Arts	7 %
Williamson, Kate	Librarian	5 %
Won, Dean	Physiology (Includes Anatomy)	20 %
Wood, Patricia	Fine Arts, General	15 %
Wood, Patricia	Painting & Drawing	28 %
Zangeneh-Lester, William	Religious Studies	40 %

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2024**  
**Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Abeid, Trang	English	20 %
Ahad, Palwasha	Psychology, General	20 %
Burris, Jessica	Psychology, General	20 %
Davtian, Anna	Counselor	2 %
Doan, Anna	Counselor	2 %
Doan, Anna	Counselor	8 %
Doyle, Laurel	Child Development/Early Care and Educatio	20 %
Edman, Jeanne	Psychology, General	20 %
Esty, Juana	Counselor	2 %
Faaita, Mark	Speech Communication	20 %
Ford, Kelsey	English	40 %

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**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2024**  
**Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Francisco, Joao	ESL Writing	20 %
Frazee, James	Psychology, General	20 %
Gale, Mark	Accounting	27 %
George, Nyenbeku	Sociology	60 %
Godinho, Marianina	Accounting	53 %
Gonzalez, Jose	Counselor	20 %
Gorman, Gabriel	History	40 %
Gulati, Rubina	Journalism	33 %
Haskell, Scott	Veterinary Technician (Licensed)	21 %
Huang, Chao-Jen	Computer Programming	60 %
Hutcheson, Heather	English	20 %
Johnson, Robin	Painting & Drawing	30 %
Juner, Samantha	Emergency Medical Services	54 %
Kang, Mun	Multimedia	15 %
Kiesner, Maxwell	Music	20 %
Lewis Jr., Howard	Agriculture Business, Sales and Service	20 %
Lopez, Efrain	Astronomy	20 %
Lugo, Donnisha	Sociology	40 %
Ly, Lap	Mathematics, General	15 %
Mapeso, Ray	Academic Guidance	40 %
Mayo, Kathryn	Applied Photography	28 %
McDowell, Stephen	Chemistry, General	32 %
Mendonsa, Rikelle	Mathematics, General	27 %
Mercado, Ana	Speech Communication	20 %
Miller, Nathan	Speech Communication	40 %
Mulhern, Jeannette	Child Development/Early Care and Educatio	20 %
Noel, Brian	Automotive Technology	35 %
Nole, Melissa	Child Development/Early Care and Educatio	20 %
Osman, Mohammed	Information Technology, General	27 %
Osman, Mohammed	Software Applications	27 %
Pandey, Rajeev	Chemistry, General	20 %
Parilo, Margaret	Accounting	53 %
Parks, Lance	Computer Networking	47 %
Paskey, Amanda	Anthropology	40 %
Patterson, Jason	Physiology (Includes Anatomy)	32 %
Perez, Rochelle	Academic Guidance	7 %
Phan, Man	Business and Commerce, General	40 %
Phan, Man	Marketing & Distribution	20 %
Phillips, Eugene	Automotive Technology	28 %
Procsal, Amanda	Psychology, General	20 %
Reed, Diana	History	60 %
Reese, Shawn	Chemistry, General	64 %
Roberts, Jason	Welding Technology	30 %
Rodrigues, Matthew	Mathematics, General	20 %
Russell, Michael	Chemistry, General	32 %
Sertich, Sangchin	Mathematics, General	20 %
Smith, Leon	Classics-Humanities	40 %
Smith, Leon	Other Humanities	20 %
Soriano, Paolo	Counselor	9 %
Soriano, Paolo	Counselor	2 %
Spisak, John	Computer Infrastructure and Support	17 %

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**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2024**  
**Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Spisak, John	Computer Networking	20 %
Thomas-Fisk, Cory	Civil & Construction Mgmt Technology	13 %
Torres, Gabriel	Spanish	60 %
Tovar, Alejandra	Counselor	3 %
Tovar, Alejandra	Counselor	4 %
Vang, Karen	Ethnic and Cultural Studies	20 %
Wheeler Abeyta, Sandra	Speech Communication	20 %
Williams, Kaitlyn	Mathematics, General	28 %
Williams-Brito, Kimberly	Mathematics, General	35 %
Wilson, James	ESL Integrated	40 %
Yarbrough, Michael	Mathematics, General	27 %
Zaigralin, Ivan	Mathematics, General	20 %
Zoller, Karl	Classics-Humanities	20 %

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2024**  
**Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Atiabet, Evelyne	Certified Nurse Assistant	40 %
Black, Jennifer	Accounting	13 %
Brinkley, Amy	Library Science, General	3 %
Gregory, Richard	Physical Education	30 %
Gregory, Richard	Health Education	20 %
Hale, Daniel	Astronomy	32 %
Harden, Jeremy	Mathematics, General	27 %
Hicks, Andrea	Speech Communication	40 %
Ishchuk, Alexandr	Chemistry, General	32 %
Jensen, Wayne	Mathematics, General	27 %
Jensen, Wayne	Mathematics Skills	27 %
Johnson, Justin	Physical Education	15 %
Jordan, Denis	Mathematics Skills	20 %
Karas, Stephanie	Administration of Justice	60 %
Lacy, David	English	60 %
Lagala, David	Physiology (Includes Anatomy)	32 %
Leung, Amy	Economics	40 %
Mahoney, Maximillian	Chemistry, General	32 %
Mollet, Alison	Physical Education	15 %
Mollet, Alison	Health Education	20 %
Moraga, Juan Carlos	Spanish	50 %
Morris, Jennifer	Child Development/Early Care and Educatio	20 %
Morrison, Jill	Counselor	2 %
Mowrer, Richard	History	20 %
Murphy, Patrick	Speech Communication	60 %
Nersesyan, Vadim	Mathematics, General	27 %
Nersesyan, Vadim	Mathematics Skills	13 %
Nielsen, Ruth	Study Skills	40 %
Nielsen, Ruth	Counselor	7 %
Oliveira da Silva, Debora	Nutrition, Foods, and Culinary Arts	40 %
Olsen, Marc	Mathematics, General	7 %
Osborne, Kerry	Speech Communication	20 %
Pedro, Jason	Medical Laboratory Technology	19 %

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**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2024**  
**Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Pittman, Jason	Earth Science	20 %
Pittman, Jason	Geography	36 %
Pittman, Jason	Geographic Information Systems	4 %
Prelip, Angela	Speech Communication	40 %
Rahman Jackson, Lishia	Counselor	20 %
Raskin, Samuel	Job Seeking/Changing Skills	7 %
Raskin, Samuel	Coordinator	20 %
Rauschkolb, Teresa	Academic Guidance	20 %
Ribaudo, Donald	Health Education	40 %
Roehr, Rebecca	English	20 %
Ross, Daniel	Computer Programming	15 %
Ross, Daniel	Engineering, General	33 %
Royer, Tina	English	53 %
Runner, Sandy	Business and Commerce, General	40 %
Sapra, Lisa	English	33 %
Sayago, Maria	Painting & Drawing	13 %
Siegfried, Daniel	English	20 %
Smith, Carolyn	Business Management	20 %
Smith, Carolyn	Economics	20 %
Swithenbank, Elizabeth	Business Management	40 %
Swithenbank, Elizabeth	Office Technology/Office Computer Applicati	5 %
Tavares, Tyrone	Counselor	22 %
Tikhonova, Inna	Counselor	17 %
Tinoco, Diana	ESL Writing	40 %
Tinoco, Diana	ESL Speaking/Listening	20 %
Tyler, Erica	Anthropology	60 %
Vang, Karen	Speech Communication	40 %
Wada, Eric	Botany, General	52 %
Wallace, Ian	Film Studies	20 %
Wallace, Ian	Technical Theater	33 %
Watanabe, Matthew	Business and Commerce, General	20 %
Watanabe, Matthew	Marketing & Distribution	20 %
West, Jimmy	Applied Photography	13 %
Williamson, Andrew	English	47 %
Worth, Debra	Dance	15 %
Worth, Debra	Anthropology	40 %

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2024**  
**Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Adkins, Jason	Art	13 %
Allen, Randy	Journalism	30 %
Anderson, Kevin	Computer Networking	59 %
Armstrong, Dana	English	20 %
Barbaria, Miriam	Spanish	27 %
Barrett, James	Economics	60 %
Bomberry, Deskaheh	Intercollegiate Athletics	45 %
Borenstein, Jennifer	Economics	60 %
Cantillo, Fernando	Computer Programming	35 %
Capaletti, Thomas	Academic Guidance	40 %

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**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2024**  
**Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Carmazzi, Paul	Management Development & Supervision	20 %
Carmazzi, Paul	Physical Education	15 %
Carmazzi, Paul	Physical Fitness and Body Movement	5 %
Carmazzi, Paul	Health Education	20 %
Coppola, Jessica	Academic Guidance	20 %
Costello, Linda	Accounting	53 %
Crumpton, Debra	Business and Commerce, General	40 %
De Mey, Suzanne	Accounting	60 %
deGennaro, Paul	Physiology (Includes Anatomy)	20 %
DeMartini, Dawna	Academic Guidance	20 %
Dewar, Robert	Physical Education	15 %
Fabionar, David	Speech Communication	20 %
Felker, Jeffery	Reading	7 %
Fonda, Gioia	Art	13 %
Frame, Jonathan	Environmental Control Technology (HVAC)	28 %
Gales, Marques	Academic Guidance	40 %
Gamulao, Canuto	Registered Nursing	13 %
Gelotte, Danielle	Counselor	17 %
Giovannetti, Lynne	Fashion Production	45 %
Goehring, Kevin	Aviation Airframe Mechanics	39 %
Griffin, David	Health Education	50 %
Hanson, Jon	English	20 %
Hanson, Luther	Dramatic Arts	20 %
Herlihy, John	Physical Education	15 %
Hernandez-Chaidez, Adan	Academic Guidance	60 %
Jackson, Charisse	Academic Guidance	20 %
Jean-Gilles, Reginald	Business and Commerce, General	20 %
Johnson, Ilana	Anthropology	52 %
Johnson, Lawrence	Aviation Airframe Mechanics	23 %
Jones, Andrew	Physical Education	20 %
Jones, Andrew	Physical Fitness and Body Movement	40 %
Kaina, Abdelaziz	Computer Networking	52 %
Knudson, Kandace	Academic Guidance	20 %
Koumelis, Megan	Physical Education	15 %
Koumelis, Megan	Physical Fitness and Body Movement	10 %
Laird, Hayley	Academic Guidance	20 %
Larson, Carillon	Mathematics, General	27 %
Leonard, Duane	ESL Writing	10 %
Lepe-Rodriguez, Leonela	Academic Guidance	13 %
Limon Guzman, Jesus	English	40 %
Limon Guzman, Jesus	Academic Guidance	20 %
Little, Myra	Information Technology, General	20 %
Little, Myra	Computer Programming	28 %
Logan, Shane	Sociology	20 %
Loomis, Debora	ESL Writing	20 %
Loomis, Debora	ESL Integrated	40 %
Lorenz, Norman	Academic Guidance	20 %
Lucas, Andrea	Spanish	27 %
Lucien, Darreis	Nursing	13 %
Luera, Frank	Accounting	60 %
Manriquez, Paul	Mathematics, General	13 %

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**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2024  
Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Marquez, Sabrina	Cosmetology and Barbering	43 %
Martinez, Jesus	Mathematics, General	53 %
Masterson, Patricia	Sign Language	27 %
Mendez-Nunez, Luis	Mathematics, General	33 %
Mohrmann, Peter	Dramatic Arts	20 %
Ngassam, Valery	Academic Guidance	20 %
Oh, Jang-Ha	Physical Education	30 %
Osorio, Cesar	Nursing	13 %
Peterson, Terry	Sculpture	13 %
Piedra, Erica	Spanish	27 %
Piscopo, Holly	History	40 %
Poe, Kathleen	Music	40 %
Pogue, Brian	Academic Guidance	20 %
Polagruto, John	Academic Guidance	20 %
Poliseno, Michelle	Mathematics, General	27 %
Posz, Pamela	Other Engineering and Related Industrial Te	43 %
Prudhel, Bradley	Environmental Control Technology (HVAC)	28 %
Quandt, Timothy	Philosophy	40 %
Rangel, Makeba	English	20 %
Regalado, Maria	Psychology, General	40 %
Regalado, Maria	Academic Guidance	20 %
Roberts, Joshua	English	20 %
Roberts, Joshua	Academic Guidance	20 %
Robicheau, Loretta	Psychology, General	20 %
Robicheau, Loretta	Job Seeking/Changing Skills	7 %
Rohret, Valerie	Fine Arts, General	60 %
Romero, Jesus	Mathematics, General	27 %
Rosenberger, Randy	Mathematics, General	53 %
Rowe, Stephanie	Accounting	60 %
Sanford, Tricia	Mathematics, General	13 %
Schutte, Matthew	Mathematics, General	33 %
Scott, Mark	Academic Guidance	20 %
Shiflet, Kurt	Music	60 %
Sjovold, Carl-Petter	History	20 %
Spangler, Rachel	English	20 %
Steever, Joseph	Mathematics, General	33 %
Stevenson, Elizabeth	Job Seeking/Changing Skills	7 %
Sullivan, Derek	Physical Fitness and Body Movement	30 %
Sullivan, Derek	Fitness Trainer	10 %
Thomas, D.	ESL Writing	10 %
Times, Kenneth	Academic Guidance	20 %
Town, James	Computer Programming	35 %
Tuifua, Amelia	Academic Guidance	60 %
Unzueta, Robert	Ethnic and Cultural Studies	20 %
Unzueta, Robert	History	20 %
Vargas-Onate, Jacqueline	Academic Guidance	60 %
Villalva, Janelle	Nursing	20 %
Wagner, Glennnda	Nursing	40 %
Walker, Dannie	Physical Education	10 %
Walker, Dannie	Study Skills	30 %
Weinsheink, Shawn	Technical Theater	53 %

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**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2024  
Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
White, Alexandria	English	20 %
Wilkins, Lorraine	Ethnic and Cultural Studies	20 %
Wilson, Emily	Painting & Drawing	13 %
Wong, Peter	Cosmetology and Barbering	54 %
Woolley, Nicole	Librarian	20 %
Xu, Meili	Computer Programming	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

## C L A S S I F I E D

<b>APPOINTMENT(S)</b>			
<u>Name</u>	<u>Position</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Al Sammarraie, Noor	Instructional Assistant – Science, Mathematics Tutorial, 10 months	ARC	09/03/24
Bayaz, Hadia	Financial Aid Technician	DO - CRC	09/09/24
Bogan, Quarmaine	Media Systems/Resources Technician I	SCC	08/28/24
Burrows, Stacey	Instructional Assistant – Biology, 87.5%, 9 months	ARC	08/19/24 (Revised)
Cortes, Edgar	Instructional Assistant – Chemistry, 9 months	ARC	08/19/24 (Revised)
Cummings, Monica	Mental Health Clinician Supervisor	DO	10/01/24
Delos Reyes, Patricia	Laboratory Technician – Science	FLC	08/14/24
Dudley, Jada	Student Support Assistant	DO - CRC	08/15/24
Howard, Carley	Mental Health Clinician Supervisor	DO	09/03/24
Leclair, Jason	Instructional Assistant – Learning Resources	CRC	08/26/24
Lwenya, Caren	Financial Aid Technician	DO - CRC	09/09/24
Modesto, Mikenna	Counseling Supervisor	SCC	08/26/24
Tran, Duong	Instructional Assistant – Mathematics 60%, 10 months	ARC	08/19/24
Wang, Eric	Programmer II	ARC	09/16/24
<b>APPOINTMENT(S) LIMITED TERM</b>			
<u>Name</u>	<u>Position</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Donatien, Patrick	Outreach Specialist	SCC	09/16/24-06/30/27
James, Brianna	Student Support Specialist	CRC	08/19/24-06/30/27
Serup, Sarita	Outreach Specialist	SCC	09/03/24-06/30/27

CLASSIFIED

**PLACEMENT ON 39-MONTH RE-EMPLOYMENT LIST**

<u>Name</u>	<u>Position</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Wyatt, Leon	Utility Worker	FM	08/28/24

**PROMOTION(S)**

<u>Name</u>	<u>New Position (Current Position)</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
De La Torre, Alyssa	Student Support Assistant (Educational Center Clerk)	CRC CRC)	08/26/24
Friend, Terrance	Lead Custodian (Custodian)	SCC SCC)	08/01/24 (Revised)
Hartman, Jorrena	Business Services Supervisor (Accounting Specialist)	CRC CRC)	08/19/24
Low, Ian	Accountant (Administrative Assistant I)	DO CRC)	08/19/24

**RESIGNATION(S)**

<u>Name</u>	<u>Position</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Ayala, Maria	Health Services Assistant	DO	08/24/24
Chaidez, Nayeli	Student Support Specialist	SCC	08/27/24
Fedor, Denelle	Police Communication Dispatcher	DO	08/07/24
Fletes, Giovanni	Outreach Specialist	ARC	08/17/24
Stephens, Kelly	Student Support Specialist	SCC	08/31/24

**RETIREMENT(S)**

<u>Name</u>	<u>Position</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Bielefield, Yvonne	Student Support Specialist (After 17+ years of regular service)	FLC	01/01/25



CLASSIFIED

**RETIREMENT(S), CONTINUED**

<u>Name</u>	<u>Position</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Casey, Frank	Maintenance HVAC Mechanic (After 24 years of regular service)	FM	12/10/24
Jakab, Alena	Custodian (After 23+ years of regular service)	SCC	01/01/25

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>
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<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>American River College</u>			
Abu-Hameed, Sabah	Special Projects	07/01/2024	06/30/2025
Alazzawi, Maryam	Instructional Assistant	08/05/2024	06/30/2025
Albadani, Sumaya	Counseling Clerk I	08/07/2024	06/30/2025
Anderson, Roynell	Account Clerk I	08/12/2024	06/30/2025
Burns, Tristan	Special Projects	07/01/2024	06/30/2025
Caraveo, Samaya	Counseling Clerk II	07/25/2024	06/30/2025
Chavez-Peralta, Michelle	Special Projects	08/19/2024	06/30/2025
Clemens, Joshua	Instructional Assistant	07/01/2024	06/30/2025
Cuny, Cecily	Clerk I	07/01/2024	06/30/2025
Czaja, Aubrey	Instructional Assistant	07/01/2024	06/30/2025
Dardarian, Jessica	Beginning Interpreter	08/07/2024	06/30/2025
Dominguez, Maurice	Assistant Coach	08/25/2024	06/30/2025
Dykman, Natasha	Instructional Assistant	06/06/2024	06/30/2025
Eaton, Edward	Assistant Coach	08/24/2024	06/30/2025
Elder, Eddie	Assistant Coach	08/25/2024	06/30/2025
Gonzalez, Natalie	Special Projects	07/01/2024	06/30/2025
Jamal, Ahmad	Counseling Clerk II	08/19/2024	06/30/2025
Johnston, Matthew	Outreach Specialist	08/26/2024	06/30/2025
Khamees, Rima	Instructional Assistant	08/05/2024	06/30/2025
Layne, Margaret	Special Projects	07/29/2024	06/30/2025
Lynch, Holly	Maintenance Technician I	07/01/2024	06/30/2025
Molla-Galvan, Kayla	Instructional Assistant	07/01/2024	06/30/2025
Moonesinghe, Sonali	Library Technician	08/19/2024	06/30/2025
Mosleh, Yasameen	Clerk I	07/01/2024	06/30/2025
Palomino, Jazmely	Clerk I	08/19/2024	06/30/2025
Quintal, Antoinette	Art Model	08/19/2024	06/30/2025
Reisner, Diana	Intermediate Interpreter	07/01/2024	06/30/2025
Rodriguez Mancilla, Xitlalitl	Student Support Assistant	08/01/2024	06/30/2025
Smith, Steven	Special Projects	07/01/2024	06/30/2025
Statnyk, Vladyslav	Programmer I	08/05/2024	06/30/2025
Torres, Cisco	Special Projects	07/01/2024	06/30/2025
Torres, Heidi	Special Projects	07/01/2024	06/30/2025
Velichko, Liana	Special Projects	07/01/2024	06/30/2025
Zamora, Andrea	Counseling Clerk I	08/19/2024	06/30/2025
<u>Cosumnes River College</u>			
Burch, Ryan	Assistant Coach	07/01/2024	06/30/2025
Carvalho, Sanaldo	Assistant Coach	07/01/2024	06/30/2025
Champion, Anthony	Assistant Coach	07/01/2024	06/30/2025
Clark, Brian	Assistant Athletic Trainer	08/12/2024	06/30/2025

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>Cosumnes River College</u>			
Engelage, Christopher	Special Projects	07/01/2024	06/30/2025
Ford, Shauna	Assistant Coach	07/01/2024	06/30/2025
Hargrove, Harvey	Assistant Coach	07/01/2024	06/30/2025
Haynes, Scott	Special Projects	07/01/2024	06/30/2025
Huynh, Bao	Reader/Tutor I	07/01/2024	06/30/2025
Huynh, Linh	Clerk I	08/15/2024	06/30/2025
Iyong, Hiroko	Student Support Assistant	07/01/2024	06/30/2025
Ortega, George	Assistant Coach	07/01/2024	06/30/2025
Phan, Sarah	Clerk I	08/05/2024	06/30/2025
Pumisacho, Nalia	Clerk I	07/25/2024	06/30/2025
Quintal, Antoinette	Art Model	08/01/2024	06/30/2025
Rafique, Anham	Laboratory Technician	08/05/2024	06/30/2025
Shine, Brittany	Assistant Coach	07/01/2024	06/30/2025
Welch, Antonio	Assistant Coach	07/01/2024	06/30/2025

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

Ayala, Maria	Health Services Assistant	08/26/2024	06/30/2025
Fontus, Julia	Clerk II	07/01/2024	06/30/2025
Generalov, Dorina	Special Projects	09/09/2024	06/30/2025
Mack, Bethany	Info Tech Technician II	08/19/2024	06/30/2025
Sanchez, Sendy	Student Support Specialist	08/25/2024	06/30/2025
Sayeed, S Abdul Rahman	Student Support Specialist	08/25/2024	06/30/2025
Arkova, Yuliya	Clerk I	08/05/2024	06/30/2025
Elder, Wael	Campus Patrol	08/01/2024	06/30/2025
Iranrouh, Marjan	Campus Patrol	08/05/2024	06/30/2025
Merene, Shayla	Campus Patrol	08/07/2024	06/30/2025
Moradichaloo, Sepehr	Campus Patrol	08/05/2024	06/30/2025

Folsom Lake College

Applebee, Isabelle	Reader/Tutor I	07/25/2024	06/30/2025
Davis, Rachel	Reader/Tutor II	08/25/2024	06/30/2025
Farrell, Patrick	Reader/Tutor I	08/25/2024	06/30/2025
Hawkins, Ashley	Administrative Asst. I	08/01/2024	06/30/2025
Heise, John	Special Projects	07/25/2024	06/30/2025
Low, Shawana	Art Model	09/01/2024	06/30/2025
Natusch, Mackenzie	Assistant Coach	07/31/2024	06/30/2025
Olson, Aimee	Clerk I	08/25/2024	06/30/2025
Ramirez, Paloma	Clerk I	07/31/2024	06/30/2025
Shehadeh, Kamal	Reader/Tutor I	08/07/2024	06/30/2025
Torres Garcia, Sebastian	Assistant Coach	08/07/2024	06/30/2025
Van Dyke, Ryan	Instructional Assistant	07/30/2024	06/30/2025

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>District Office – American River College</u>			
Krut, Illia	Financial Aid Clerk I	07/25/2024	06/30/2025
<u>District Office - Sacramento City College</u>			
Mason, Stephen	Admissions/Records Evaluator I	07/01/2024	06/30/2025
Payne, Domingo	Financial Aid Clerk I	08/26/2024	06/30/2025
<u>Sacramento City College</u>			
Ajayi, Malcolm	Assistant Coach	08/25/2024	06/30/2025
Aouf, Hamed	Special Projects	08/26/2024	06/30/2025
Arguello, Nallely	Clerk I	08/25/2024	06/30/2025
Buckler, Cain	Special Projects	08/25/2024	06/30/2025
Cunha, Tanner	Clerk II	07/25/2024	06/30/2025
De La Vega, Junel	Assistant Coach	08/25/2024	06/30/2025
Diaz, Deanna	Special Projects	08/13/2024	06/30/2025
Gage, Kristin	Library Technician	08/25/2024	06/30/2025
Glaster, Kimberly	Special Projects	08/25/2024	06/30/2025
Her, Jee Meng	Clerk III	08/25/2024	06/30/2025
Lewis, Raphael	Assistant Coach	07/30/2024	06/30/2025
Liatavskyy, Dmytro	Clerk I	08/26/2024	06/30/2025
Lor, Sukina	Clerk I	08/26/2024	06/30/2025
Maghoney, Jerick	Assistant Coach	08/01/2024	06/30/2025
Marandino, Leonard	Assistant Coach	08/15/2024	06/30/2025
Martin, Deanna	Clerk I	08/25/2024	06/30/2025
Montgomery, Roseanna	Special Projects	08/13/2024	06/30/2025
Paz, Andrea	Clerk I	08/12/2024	06/30/2025
Richardson, Lucy	Special Projects	08/25/2024	06/30/2025
Robinett, Natalja	Special Projects	08/25/2024	06/30/2025
Ross, Noah	Clerk I	07/30/2024	06/30/2025
Singh, Amarjit	Custodian	07/01/2024	06/30/2025
Smith, Storm	Instructional Assistant	07/25/2024	06/30/2025
Sullivan, Devin	Assistant Coach	07/30/2024	06/30/2025
Trevino-Oceguera, Conrado	Assistant Coach	07/29/2024	06/30/2025
Walden, Branden	Assistant Coach	08/25/2024	06/30/2025
Wiggin, Brandon	Special Projects	08/08/2024	06/30/2025
Worko, Mya	Student Support Specialist	08/26/2024	06/30/2025

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: September 11, 2024

<b>SUBJECT:</b>	Public Hearing: Adoption of 2024-25 Proposed Budgets	ATTACHMENT: Yes	
		ENCLOSURE: Budget Book	
		STRATEGIC PLAN GOAL(S): 5	
<b>AGENDA ITEM:</b>	Action Item A	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Mario Rodriguez, Executive Vice Chancellor, Finance and Administration	CONSENT/ROUTINE	
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	Brian King, Chancellor	ACTION	X
		INFORMATION	

**BACKGROUND:**

The 2024-25 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 enacted budget for Community Colleges prioritized stability amidst a significant state budget deficit. Rather than making major core reductions to programs or services, it relies on reserves and operational savings to balance the budget. The enacted budget includes modest ongoing resources for California Community Colleges, amounting to approximately \$142 million for appropriations and categorical programs. Ongoing spending includes about \$100 million for a 1.07% cost-of-living adjustment (COLA), \$13 million for COLAs and adjustments to certain categorical programs, and \$28 million for systemwide enrollment growth of .05%.

The District’s fiscal health is strong. The budget is balanced and reserves are in line with board policy. The District is strategically using funds provided by the federal government and state government to mitigate and offset impacts caused by the disruption. Additionally, 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. All three budgets are based on at least a full recovery of FTES to the levels seen in the 2019-20 fiscal year. Our current daily year-over-year tracking indicates a full restoration, with growth above our pre-pandemic FTES benchmark. Taking this into account, the X budget projects a full restoration of FTES with an additional 4% growth, which is our more conservative estimate. The Y budget anticipates full restoration plus 6% growth, while the Z budget assumes full restoration plus 8% growth. However, the State's enacted budget only allocates \$28 million for a statewide 0.5%

enrollment growth, which could result in unfunded growth for the District. As a result, the total computational revenue for all three budgets is adjusted to account for this potential unfunded growth.

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 2024-25 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  
2024-2025 Adopted Budget**

**Schedule I**

	<b>X MINIMUM FUNDING</b>	<b>Y MID-RANGE FUNDING</b>	<b>Z BUDGET MAXIMUM OPTIMISTIC</b>
<b>BEGINNING FUND BALANCE, JULY 1:</b>			
Uncommitted	\$ 67,860,115	\$ 67,860,115	\$ 67,860,115
Committed	90,414,158	90,414,158	90,414,158
Restricted	27,192,832	27,192,832	27,192,832
<b>Total Beginning Fund Balance</b>	<b>185,467,105</b>	<b>185,467,105</b>	<b>185,467,105</b>
<b>REVENUES:</b>			
Apportionment & Educational Protection Account (EPA)	239,128,358	239,128,358	239,128,358
New Faculty Funding	3,628,655	3,628,655	3,628,655
COLA (2023-24 8.22%, 2024-25 1.07%)	4,316,144	4,316,144	4,316,144
Continuing Total Computational Revenue Adjustment	23,510,051	23,510,051	23,510,051
Growth	5,746,145	7,295,019	8,843,892
Potential Unfunded Growth	(5,513,190)	(7,062,064)	(8,610,937)
Enrollment Fee and Property Taxes	141,834,359	141,834,359	141,834,359
Base Allocation, COLA & Growth (SB361)	412,650,522	412,650,522	412,650,522
<b>Lottery Revenue</b>			
Base Revenue	5,900,000	5,900,000	5,900,000
Adjust Revenue to \$191/FTES (Z Budget)	-	1,341,196	2,682,392
<b>Total Lottery Revenue</b>	<b>5,900,000</b>	<b>7,241,196</b>	<b>8,582,392</b>
<b>Other Revenue:</b>			
Non-Resident/International Student Tuition	4,413,791	4,413,791	4,413,791
Part-Time Faculty Compensation/New Faculty Hires	12,169,663	12,169,663	12,169,663
Community Services	1,105,176	1,105,176	1,105,176
Other income, including Interfund Transfers	26,586,779	40,355,815	40,355,815
<b>Total Other General Purpose Revenue</b>	<b>44,275,409</b>	<b>58,044,445</b>	<b>58,044,445</b>
<b>Total General Purpose Revenue</b>	<b>462,825,931</b>	<b>477,936,163</b>	<b>479,277,359</b>
Special Program Revenue	190,534,427	190,534,427	190,534,427
<b>Total Revenue</b>	<b>653,360,358</b>	<b>668,470,590</b>	<b>669,811,786</b>
<b>Total Revenue &amp; Beginning Fund Balance</b>	<b>\$ 838,827,463</b>	<b>\$ 853,937,695</b>	<b>\$ 855,278,891</b>
<b>APPROPRIATIONS:</b>			
Current Operational Level	\$ 724,823,506	\$ 724,823,506	\$ 724,823,506
Program and Salary Improvement	36,348,248	51,458,480	52,799,676
<b>Total Appropriations</b>	<b>761,171,754</b>	<b>776,281,986</b>	<b>777,623,182</b>
<b>ENDING FUND BALANCE, JUNE 30:</b>			
Uncommitted	67,860,115	67,860,115	67,860,115
Committed	6,454,158	6,454,158	6,454,158
Restricted	3,341,436	3,341,436	3,341,436
<b>Total Ending Fund Balance</b>	<b>77,655,709</b>	<b>77,655,709</b>	<b>77,655,709</b>
<b>Total Appropriations &amp; Ending Fund Balance</b>	<b>\$ 838,827,463</b>	<b>\$ 853,937,695</b>	<b>\$ 855,278,891</b>

**LOS RIOS COMMUNITY COLLEGE DISTRICT** **Schedule II**  
**Other Governmental Funds - General Fund Sub-Fund and Special Revenue**  
**2024-2025 Adopted Budget**

DESCRIPTION	INSTRUCTIONALLY RELATED ACTIVITIES FUND	CHILD DEVELOPMENT FUND
<b>Beginning Fund Balance, July 1:</b>		
Uncommitted	\$ 5,429,136	\$ 717,768
<b>Total Beginning Fund Balance</b>	5,429,136	717,768
<b>Revenues:</b>		
Federal	-	136,970
State	-	2,610,152
Local	1,849,285	43,594
Interfund Transfers In	233,019	533,118
<b>Total Revenues</b>	2,082,304	3,323,834
<b>Total Revenues and Beginning Fund Balance</b>	<b>\$ 7,511,440</b>	<b>\$ 4,041,602</b>
<b>Appropriations:</b>		
Academic Salaries	\$ 3,053	\$ -
Classified Salaries	107,895	1,511,952
Employee Benefits	5,570	1,019,050
Books, Supplies, and Food	607,654	250,309
Other Operating Expenses	1,322,849	614,815
Capital Outlay	2,090	-
Payments to Students	19,402	-
Interfund Transfers Out GENFD	13,791	-
<b>Total Appropriations</b>	2,082,304	3,396,126
<b>Ending Fund Balance, June 30:</b>		
Uncommitted	5,429,136	645,476
<b>Total Ending Fund Balance</b>	5,429,136	645,476
<b>Total Appropriations and Ending Fund Balance</b>	<b>\$ 7,511,440</b>	<b>\$ 4,041,602</b>



**LOS RIOS COMMUNITY COLLEGE DISTRICT**  
**Other Governmental Funds - Capital Projects Funds**  
**2024-2025 Adopted Budget**

**Schedule III**

DESCRIPTION	CAPITAL OUTLAY PROJECTS FUND	BOND PROJECTS FUNDS
<b>Beginning Fund Balance, July 1:</b>		
Uncommitted	\$ 13,300,000	\$ -
Committed	217,672,800	112,218,333
<b>Total Beginning Fund Balance</b>	<b>230,972,800</b>	<b>112,218,333</b>
<b>Revenues:</b>		
State	32,145,873	-
Local, including Interest Income	13,025,567	2,000,000
Interfund Transfers In	26,616,279	-
Total Revenues	71,787,719	2,000,000
<b>Total Revenues and Beginning Fund Balance</b>	<b>\$ 302,760,519</b>	<b>\$ 114,218,333</b>
<b>Appropriations:</b>		
Capital Outlay	\$ 289,365,566	\$ 114,218,333
Interfund Transfers Out/Other	94,953	-
Total Appropriations	289,460,519	114,218,333
<b>Ending Fund Balance, June 30:</b>		
Uncommitted	13,300,000	-
<b>Total Ending Fund Balance</b>	<b>13,300,000</b>	<b>-</b>
<b>Total Appropriations and Ending Fund Balance</b>	<b>\$ 302,760,519</b>	<b>\$ 114,218,333</b>

**LOS RIOS COMMUNITY COLLEGE DISTRICT**  
**Other Governmental Funds - Debt Service Funds**  
**2024-2025 Adopted Budget**

**Schedule IV**

DESCRIPTION	BOND INTEREST AND REDEMPTION FUND	OTHER DEBT SERVICE FUND
<b>Beginning Fund Balance, July 1:</b>		
Restricted	\$ 57,622,424	\$ -
Committed	-	59,944
<b>Total Beginning Fund Balance</b>	<b>57,622,424</b>	<b>59,944</b>
<b>Revenues:</b>		
Local		
Property Taxes/Bond Premiums	63,066,694	-
Interest Income	1,287,074	1,230,754
Total Revenues	64,353,768	1,230,754
<b>Total Revenues and Beginning Fund Balance</b>	<b>\$ 121,976,192</b>	<b>\$ 1,290,698</b>
<b>Appropriations:</b>		
Bond Principal/Interest Expense	\$ 64,348,768	\$ -
Bond Issuance/Service Costs	5,000	-
Transfers Out/Other	-	1,230,754
Total Appropriations	64,353,768	1,230,754
<b>Ending Fund Balance, June 30:</b>		
Restricted	57,622,424	-
Committed	-	59,944
<b>Total Ending Fund Balance</b>	<b>57,622,424</b>	<b>59,944</b>
<b>Total Appropriations and Ending Fund Balance</b>	<b>\$ 121,976,192</b>	<b>\$ 1,290,698</b>

**LOS RIOS COMMUNITY COLLEGE DISTRICT**  
**Enterprise Funds**  
**2024-2025 Adopted Budget**

**Schedule V**

DESCRIPTION	REGIONAL PERFORMING ARTS (HARRIS) CENTER FUND
<b>Beginning Fund Balance:</b>	
Uncommitted	\$ 298,888
<b>Total Beginning Fund Balance</b>	<b>298,888</b>
<b>Revenues:</b>	
Local	
Ticket Sales	2,483,400
Donations	24,730
Sales	92,180
Rentals	934,500
Restoration	93,500
<b>Total Revenues</b>	<b>3,628,310</b>
<b>Total Revenues and Beginning Fund Balance</b>	<b>\$ 3,927,198</b>
<b>Appropriations:</b>	
Classified Salaries	\$ 52,000
Employee Benefits	18,200
Supplies & Materials	116,900
Other Operating Expenses	3,441,210
<b>Total Appropriations</b>	<b>3,628,310</b>
<b>Ending Fund Balance:</b>	
Uncommitted	298,888
<b>Total Ending Fund Balance</b>	<b>298,888</b>
<b>Total Appropriations and Ending Fund Balance</b>	<b>\$ 3,927,198</b>

**LOS RIOS COMMUNITY COLLEGE DISTRICT**  
**Internal Service Funds**  
**2024-2025 Adopted Budget**

**Schedule VI**

DESCRIPTION	SELF- INSURANCE FUND	RETIREE BENEFIT FUND
<b>Beginning Fund Balance:</b>		
Committed	\$ -	\$ 11,686,825
<b>Total Beginning Fund Balance</b>	-	11,686,825
<b>Revenues:</b>		
Auxiliary Operations/Sales	10,394,637	-
Other Local, Interest & Transfers	-	543,211
<b>Total Revenues</b>	10,394,637	543,211
<b>Total Revenues and Beginning Fund Balance</b>	<b>\$ 10,394,637</b>	<b>\$ 12,230,036</b>
<b>Appropriations:</b>		
Classified Salaries & Benefits	\$ 383,559	\$ -
Insurance Premiums	4,453,718	-
Other Operating Expenses	5,557,360	-
Transfers Out/Other	-	1,336,777
<b>Total Appropriations</b>	10,394,637	1,336,777
<b>Ending Fund Balance:</b>		
Committed	-	10,893,259
<b>Total Ending Fund Balance</b>	-	10,893,259
<b>Total Appropriations and Ending Fund Balance</b>	<b>\$ 10,394,637</b>	<b>\$ 12,230,036</b>

**LOS RIOS COMMUNITY COLLEGE DISTRICT**  
**Fiduciary, Trust and Auxiliary Funds**  
**2024-2025 Adopted Budget**

**Schedule VII**

DESCRIPTION	STUDENT FINANCIAL AID	STUDENT ASSOCIATION	SCHOLARSHIP AND LOAN FUND	FOUNDATION
<b>Beginning Fund Balance, July 1:</b>				
Uncommitted	\$ -	\$ 438,444	\$ -	\$ 3,100,610
Committed	-	812,778	707,694	25,819,360
<b>Total Beginning Fund Balance</b>	-	1,251,222	707,694	28,919,970
<b>Revenues:</b>				
Federal	117,750,231	-	-	-
State	31,200,000	-	-	-
Local	-	204,782	15,000	7,660,000
Interfund Transfers In	3,180,847	-	-	-
<b>Total Revenues</b>	152,131,078	204,782	15,000	7,660,000
<b>Total Revenues and Beginning Fund Balance</b>	\$ 152,131,078	\$ 1,456,004	\$ 722,694	\$ 36,579,970
<b>Appropriations:</b>				
Books, Supplies & Materials	\$ -	\$ 14,127	\$ 1,000	\$ -
Other Operating Expenses	171,875	189,455	-	-
Student Financial Aid	151,959,203	-	-	-
Scholarships/Awards	-	1,200	5,000	-
Auxiliary Activities	-	-	-	14,934,200
In-Kind Contributions	-	-	-	53,000
<b>Total Appropriations</b>	152,131,078	204,782	6,000	14,987,200
<b>Ending Fund Balance, June 30:</b>				
Uncommitted	-	438,444	-	2,709,559
Committed	-	812,778	716,694	18,883,211
<b>Total Ending Fund Balance</b>	-	1,251,222	716,694	21,592,770
<b>Total Appropriations and Ending Fund Balance</b>	\$ 152,131,078	\$ 1,456,004	\$ 722,694	\$ 36,579,970

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: September 11, 2024

<b>SUBJECT:</b>	Los Rios Community College District Equal Employment Opportunity Certification Form	ATTACHMENT: Yes	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 2, 5	
<b>AGENDA ITEM:</b>	Action Item B	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Mario Rodriguez, Executive Vice Chancellor, Finance and Administration <span style="float: right;"><i>MR</i></span>	CONSENT/ROUTINE	<input type="checkbox"/>
		FIRST READING	<input type="checkbox"/>
<b>APPROVED FOR CONSIDERATION:</b>	Brian King, Chancellor <span style="float: right;"><i>Brian King</i></span>	ACTION	X
		INFORMATION	<input type="checkbox"/>

**BACKGROUND:**

The Board of Trustees approved the Los Rios Community College Equal Employment Opportunity Plan at its meeting of November 8, 2023. California Code of Regulations, title 5 § 53024.2 sets forth the categories of information that must be reported as part of the annual certification including:

1. recorded, reviewed, and reported the data required regarding qualified applicant pools and longitudinal data
2. reviewed and updated, as needed, the Strategies Component of the district’s EEO Plan
3. investigated and appropriately responded to formal harassment or discrimination complaint filed pursuant to title 5 § 53024.2
4. expended Equal Employment Opportunity funds in accordance with the purposes set forth in title 5 § 53030(c).

**STATUS:**

This Equal Employment Opportunity Certification report includes discussion on applicant and employee data, including a preliminary analysis of cluster hiring piloted at Sacramento City College during the Spring 2024 semester (Appendix A). Analysis of underrepresentation and adverse impact in hiring is discussed in Appendix B.

**RECOMMENDATION:**

It is recommended that the Board of Trustees approve and adopt the annual Equal Employment Opportunity Certification.



# CCCCO Equal Employment Opportunity (EEO) Annual Certification Form

Name of District:	Click or tap here to enter text.
Submission Date:	Click or tap to enter a date.

In July of 2021, the Board of Governors of the California Community Colleges adopted new Equal Employment Opportunity (EEO) regulations to provide the necessary framework for more robust and accountable EEO programs. As a part of the framework, districts are tasked with engaging in annual reporting of EEO-related activities in order to receive EEO funds appropriated by the Legislature.<sup>1</sup>

California Code of Regulations, title 5, Section 53024.2 sets forth the categories of information that must be reported as part of this annual certification:

(a) Districts shall certify annually to the Chancellor that they have timely complied with all of the following:

- (1) recorded, reviewed, and reported the data required regarding qualified applicant pools and longitudinal data;
- (2) reviewed and updated, as needed, the Strategies Component of the district's EEO Plan;
- (3) investigated and appropriately responded to formal harassment or discrimination complaints filed pursuant to subchapter 5 (commencing with section 59300) of chapter 10 of this division;
- (4) expended Equal Employment Opportunity funds in accordance with the purposes set forth in subdivision (c) of section 53030.

This form combines the reporting of all items listed in Section 53024.2 into a single document, expressly subsuming and replacing the EEO Fund District Expenditure Report and the Multiple Method Allocation Certification Forms used in past years.

### Instructions:

- 1. Complete Sections B through E.
- 2. Compile and format data in an Excel workbook related to Section B.
- 3. After Sections B through E are finished, ensure the checklist in Section A is complete and fill out the signature page in Section F.
- 4. Submit this Annual Certification Form and Section B data (as an Excel workbook file) in one email to [eeosubmissions@CCCCO.edu](mailto:eeosubmissions@CCCCO.edu) by **September 30, 2024**.

<sup>1</sup>Section 87102 of the Education Code provides in relevant part:

(a) As a condition for the receipt of funds pursuant to Section 87107, the governing board of the community college district that opts to participate under the article shall periodically submit to the board of governors an affirmation of compliance with this article, and, to promote faculty diversity, commencing with the 2023–24 academic year, shall implement strategies from the Multiple Methods identified by the office of the Chancellor of the California Community Colleges. Each participating community college district's equal employment opportunity program shall ensure participation in, and commitment to, the program by community college district personnel. Each participating community college district's equal employment opportunity plan shall include steps that the community college district will take to eliminate improper discrimination or preferences in its hiring and employment practices. Each plan shall address how the community college district will make progress in achieving the ratio of full-time to part-time faculty hiring, as indicated in Section 87482.6, while still ensuring equal employment opportunity.

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## Section A: Certification Components Checklist

Pursuant to California Code of Regulations, title 5, section 53024.2(a), districts are required to certify annually to the Chancellor's Office that they have complied with the items listed below.

Before submitting this form to the Chancellor's Office, please ensure that this section (Section A) and the signature page (Section F) are complete.

### Collection and Analysis of Recruitment, Retention, and Longitudinal Data

- (1) The district has **recorded and reviewed** the required data regarding qualified applicant pools and employees. (Sections 53004 & 53006)  
 Yes  
 No
- (2) The district has **reported** the required data regarding qualified applicant pools and employees. (Sections 53004 & 53006)  
 Yes  
 No

### EEO Strategies Updates

- (3) The district has reviewed and updated, as needed, the Strategies Component of the district's EEO Plan. (Sections 53003(c)(1), 53024.1)  
 Yes  
 No

### Response to Harassment and Discrimination Complaints

- (4) The district has investigated and appropriately responded to formal harassment or discrimination complaints filed pursuant to subchapter 5 (commencing with Section 59300) of chapter 10 of division 6 of title 5. (Sections 53003(c)(4), 53026)  
 Yes  
 No

### Use of EEO Funds

- (5) The district has expended EEO funds in accordance with the purposes set forth in subdivision (c) of Section 53030.  
 Yes  
 No

**Section B: Collection and Analysis of Recruitment, Retention, and Longitudinal Data**

**Section B, Part 1: Summarizing Actions, Strategies, Measurements, and Outcomes**

Referring to your district’s EEO Plan Components 10-12, report upon your district’s strategies for recording and reviewing data related to the recruitment and retention of monitored groups.

For reference:

- Component 10: A Process for Gathering Information and Periodic Longitudinal Analysis of the District’s Employees and Applicants
- Component 11: A Process for Utilizing Data to Determine Whether Monitored Groups Are Underrepresented Within District Job Categories
- Component 12: Methods for Addressing Underrepresentation

EEO Plans: Summary of Anticipated Actions		
Referring to your district’s EEO Plan, briefly summarize your district’s plan to do the following:	<b>collect</b> applicant and employee data	
	<b>review</b> applicant and employee data <b>for adverse impact</b>	
	<b>review</b> applicant and employee data <b>for underrepresentation</b>	

Actions Taken (including actions in progress prior to EEO Plan submission)		
Since submitting your EEO Plan, summarize actual actions taken and the methods used <b>to review</b> your district's applicant and employee data for:	adverse impact	
	underrepresentation	
Summarize actual actions taken and the methods used <b>to address</b> any findings of:	adverse impact	
	underrepresentation	

Methods Used to Measure Outcomes		
Describe the methods your district has used/is using to <b>measure the outcomes</b> of efforts to address the following:	adverse impact	
	underrepresentation	

Observed Outcomes	
As a result of the actions taken by your district to address <b>adverse impact</b> , what specific outcomes have you observed?	
As a result of the actions taken by your district to address <b>underrepresentation</b> , what specific outcomes have you observed?	

**Innovative Strategies Reporting**

Please highlight the use and impact (if applicable) of any innovative strategies, resources, or tools your district has employed.

In Spring 2024, cluster hiring was piloted at Sacramento City College, one of the four Los Rios College. A preliminary analysis of applicants at Sacramento City College compared to the 3 other colleges raises a number of questions regarding the effectiveness of cluster hiring. (The data regarding the results of cluster hiring at SCC compared to hiring in the same disciplines at the other colleges where cluster hiring did not exist are included in Appendix A.

**Additional Comments**

**(use this space to report or provide any additional information not covered in the questions above)**

## Section B, Part 2: Longitudinal Data Reporting

### Instructions:

- Compile demographic data for a) applicants and b) employees. Demographic data includes but is not limited to the following. *Note: Data must be broken down to subcategories as required by the CCCCCO’s Management Information Systems (MIS) reporting obligations,*
  - Employee/job classification
  - Gender
  - Race/Ethnicity
  - Disability status
- To make reporting as uniform as possible, format data into tables displaying numbers and percentages. Applicant and employee data should be presented separately. The following is an example format for a table of applicant data displaying job classification by gender:

Example Table. 20XX-20XX Applicant Job Category by Gender.

	Female		Male		Non-binary		Unknown/ Blank		Total	
	#	%	#	%	#	%	#	%	#	%
Executive, Admin., Managerial										
Academic, Tenured/ Tenure-Track										
Academic, Temporary										
Professional (Non-Faculty)										
Clerical/ Secretarial										
Technical/ Paraprofessional										
Skilled Crafts										
Service/ Maintenance										

- Place tables into an Excel workbook with each tab containing a different, and clearly labeled table. Tab name examples:
  - AppJobGender (i.e., applicant pool, job category, gender)
  - EmpJobRace (i.e., employees, job classification, race/ethnicity)
- Name your workbook using the following format:
  - year\_district\_EEOAnnualCert (ex.: 2024\_LRCCD\_EEOAnnualCert)
- Submit your Excel workbook using the same email in which you submit this Certification Form ([eeosubmissions@CCCCO.edu](mailto:eeosubmissions@CCCCO.edu)). The EEO Certification Form submission process is not complete without the submission of your district’s Excel workbook.

**Section C: EEO Strategies Updates (EEO Plan Component 13 and other EEO Plan Components)**

In this section, provide updates on district pre-hiring, hiring, and post-hiring strategies expressed in the EEO Plan.

**Section C, Part 1: EEO Plan Component 13**

**Instructions:**

- Use your district’s EEO Plan Component 13 submission to guide completion of this form. If your district did not use the [Component 13 template](#) in its EEO Plan, you will need to transfer your EEO Plan Component 13 submission into the template before completing this section.
- Remove any rows (i.e., implementation strategies) that do not apply to your district’s Component 13 submission.
- Add lines for additional/alternative strategies, as necessary.
- Because strategies and metrics were reported by year in the Component 13 matrix (i.e., Year 1, Year 2, Year 3), please include only the strategies and metrics that are relevant to the point in time at which you complete this annual form.

<b>Example:</b>			
<b>Implementation</b>	<b>What/When</b>	<b>Effectiveness Metrics and Review</b>	<b>Observed Outcomes: What successes have you observed? What challenges have you encountered?</b>
<b>PRE-HIRING</b>			
<b>Addressing diversity issues in a transparent and collaborative fashion. (53024.1(o))</b>	Year 1: Implement new applicant tracking software in which applicant pool data can be disaggregated by EEO categories, and prospective division/department.	Year 1: Review applicant pool data for all full-time faculty and part-time faculty for 2023-2024 academic year.	90% of applicants were tracked using the new software, 10% of applicants completed their applications prior to the full transition to the new software. Analysis of Adverse Impact and Underrepresentation is underway utilizing data collected. Preliminary findings indicate Black (2%) and Latinx (9%) applicants continue to be underrepresented in faculty application submissions. Year 2: District intends to complete and analyze Year 1 data and develop strategies to address identified Adverse Impact and Underrepresented groups.

[Form begins on the next page →]

Implementation	What/When	Effectiveness Metrics and Review	Observed Outcomes: What successes have you observed? What challenges have you encountered?
<b>PRE-HIRING</b>			
Provide training to employees, students & trustees. (53024.1(d))			
Convey in publications and website the district's commitment to diversity & EEO. (53024.1(j))			
Review and update District EEO/DEI policy statement. (53024.1(k))	Review EEO policy and DEI statement, and update as necessary. (Year 1)	Policy statement is reviewed, up to date and publicly available on the District's website.	Observed successes: The District continues to be seen as an employer committed to DEI and EEO. We have observed applicants cite these factors as reasons to apply. Observed challenges: How to record the numbers of people who cite the District commitment to EEO and DEI as reasons to apply for employment.
Providing EEO/diversity enhancement resources and assistance to other districts. (53024.1(m))			
Addressing diversity issues in a transparent and collaborative fashion. (53024.1(o))	EEO Advisory Committee will be asked to consider how to collaborate with community groups to focus recruitment efforts with a clear understanding of why Los Rios values diversity and specifically values the inclusion of diversity in the community to improve equity for all. (Year 1)	Discussion on how to collaborate with community groups to focus recruitment will be documented with a focus on how Los Rios values of diversity and inclusion in hiring.	



Implementation	What/When	Effectiveness Metrics and Review	Observed Outcomes: What successes have you observed? What challenges have you encountered?
<b>HIRING</b>			
<b>Consistent and ongoing training for hiring committees.</b> <b>(53024.1(c))</b> <b>*Cross reference Plan Component 8.</b>			
<b>Maintain updated job descriptions and job announcements.</b> <b>(53024.1(f))</b>			
<b>Board of trustees receives training on elimination of bias in hiring and employment at least once every election cycle.</b> <b>(53024.1(g))</b>			
<b>Assess "sensitivity to diversity" of all applicants.</b> <b>(53024.1(l))</b>			
<b>Maintaining updated curricula, texts, and/or course descriptions.</b> <b>(53024.1(n))</b>			

Implementation	What/When	Effectiveness Metrics and Review	Observed Outcomes: What successes have you observed? What challenges have you encountered?
Dedication of specified staff to EEO.			
Incentives for hard-to-hire areas/disciplines.			
Focused outreach and publications.			
Procedures for addressing diversity throughout hiring steps and levels			
<b>Recruitment efforts and strategies such as:</b> <ul style="list-style-type: none"> <li>• Use of demographic data</li> <li>• Job Fairs</li> <li>• CCC Registry</li> <li>• Relationships with external organizations &amp; colleges</li> </ul>			
<b>ADD ADDITIONAL/ ALTERNATIVE STRATEGIES IN ADDITIONAL ROWS HERE.</b>			

Implementation	What/When	Effectiveness Metrics and Review	Observed Outcomes: What successes have you observed? What challenges have you encountered?
<b>POST-HIRING</b>			
Conduct campus climate surveys & use this information. (53024.1(a))			
Conduct exit interviews & use this information. (53024.1(b))			
Professional development, mentoring, support and leadership opportunities for new employees. (53024.1(e))			
Timely and thoroughly investigate all harassment & discrimination complaints & take appropriate corrective action in all instances where a violation is found. (53024.1(h))			

Implementation	What/When	Effectiveness Metrics and Review	Observed Outcomes: What successes have you observed? What challenges have you encountered?
Survey applicants who decline offers & use the information. (53024.1(p))			
Describe strategies developed to address any adverse impact identified in the process of carrying out the requirements of Component 10 of the EEO Plan.			
Describe strategies developed to address any underrepresentation identified in the process of carrying out the requirements of Components 11 & 12 of the EEO Plan.			
ADD ADDITIONAL/ ALTERNATIVE STRATEGIES IN ADDITIONAL ROWS HERE.			

**Section C, Part 2: Additional EEO Plan Components (if applicable)**

Some districts submitted pre-hiring, hiring, and post-hiring strategies beyond the Component 13 form. Section B outlined a detailed update on strategies used to address elements of Components 10, 11, and 12. If applicable, use the following form to report on strategies stated in the EEO Plan that fall outside of Components 10-13.

**Instructions:**

- Use your district’s EEO Plan submission to guide completion of this section.
- For reviewers’ reference, list the number of the relevant EEO Plan Component in the “Component Number” column.
- Add lines as necessary.
- Please include only the strategies and metrics that are relevant to the point in time at which you complete this annual form.

Component Number	Actions Taken	Actions Taken Toward Establishing Effectiveness Metrics and Review	Observed Outcomes: What successes have you observed? What challenges have you encountered?

**Section C, Part 3: Supports for Strategy Implementation**

**If applicable, what kinds of supports would benefit your district's efforts to implement EEO strategies?**

Empty response box for providing supports for EEO strategy implementation.

**Section D: Response to Harassment and Discrimination Complaints**

*In addition to the requirement that community college districts investigate and appropriately respond to formal harassment or discrimination complaints filed pursuant to section 59300 et seq. of title 5 of the California Code of Regulations, section 59340(b) requires districts to provide an annual report detailing the number and disposition of complaints alleging unlawful discrimination.*

District Officer or Designee	
<b>Name, title, and email of District Officer or Designee responsible for receiving complaints:</b>	
<b>Notes</b> (please indicate changes to District Officer or Designee appointment over the previous fiscal year here):	

Complaints Received		
<b>Employment</b>	Number of <b>discrimination complaints received</b> in the previous academic year:	
	Number of <b>informal charges received</b> in the previous academic year:	
<b>Non-Employment</b>	Number of <b>discrimination complaints received</b> in the previous academic year:	
	Number of <b>informal charges received</b> in the previous academic year:	
	<b>Total number</b> of discrimination complaints and informal charges received:	

Complaints Resolved		
<b>Employment</b>	Number of <b>discrimination complaints resolved</b> in the previous academic year:	
	Number of <b>informal charges resolved</b> in the previous academic year:	
<b>Non-Employment</b>	Number of <b>discrimination complaints resolved</b> in the previous academic year:	
	Number of <b>informal charges resolved</b> in the previous academic year:	
	<b>Total number</b> of discrimination complaints and informal charges resolved:	

<b>Types of Complaints and Resolution (Employment)</b>					
Considering the <b>total number</b> of discrimination complaints and informal charges received in the previous academic year (as reported in the Complaints Received table), please provide the following information:					
<b>How many complaints are based on the following protected categories:</b>		<b>How many of the complaints are:</b>			
	<b>[Total]</b>	Sustained in Whole	Sustained in Part	Not Sustained	Currently Unresolved
Race/Ethnicity					
Gender					
Sexual harassment					
Disability/Medical Condition					
Other					
<b>In the box below, list specific "Other" protected categories and report total number for each and describe status:</b> (ex.: Religion (4 total; 1 Sustained in Whole; 2 Not Sustained; 1 Currently Unresolved))					

<b>Types of Complaints and Resolution (Non-Employment)</b>					
Considering the <b>total number</b> of discrimination complaints and informal charges received in the previous academic year (as reported in the Complaints Received table), please provide the following information:					
<b>How many complaints are based on the following protected categories:</b>		<b>How many of the complaints are:</b>			
	<b>[Total]</b>	Sustained in Whole	Sustained in Part	Not Sustained	Currently Unresolved
Race/Ethnicity					
Gender					
Sexual harassment					
Disability/Medical Condition					
Other					



**In the box below, list specific “Other” protected categories and report total number for each and describe status: (ex.: Religion (4 total))**

--

**Unresolved Complaints from Previous Academic Years**

If applicable, how many complaints from previous academic years (i.e., complaints that arose before the 2023-24 academic year) remain unresolved?

**Employment:**

**Non-Employment:**

For each unresolved complaint, please briefly explain the factors that keep the complaint from being resolved:

--

**Section E: Use of EEO Funds<sup>2</sup>**

<b>Report</b>	<b>EEO/Diversity Allocation Fund (Ed. Code § 87108)</b>
(a) Total Unexpended Allocation from Previous Year (Carry Over)	\$
(b) 2022-2023 Allocation	\$
(c) 2022-2023 Expenditures (Same total listed below in column 1)	\$
Unexpended Allocations (a + b - c) ** Below, please describe anticipated use of funds and projected date.	\$ 291,826.00

<b>Controlling Account</b>	<b>EEO/Diversity Allocation Fund (Ed. Code § 87108)</b>	<b>Other Funds</b>	<b>Total</b>
1000 Academic Salaries			
2000 Classified Salaries			
3000 Employee Benefits			
4000 Supplies & Materials			
5000 Other Oper. Exp. & Svcs.			
6000 Capital Outlay			
7000 Other Outgo			
Totals			

<b>Unexpended Allocations (if applicable)</b>	
Explain why funds are unexpended.	
Describe any actions or strategies that will be taken to utilize the funds and outline anticipated dates.	

<sup>2</sup> "EEO Funds" does not include EEO One-Time Funding or funding from Innovative Best Practices Grants.

<b>(1) Performance Indicators</b>	<b>(2A) EEO Diversity Fund Expenditures (Ed. Code § 87108)</b>	<b>(2B) Other Fund Expenditures (identify amount and source)</b>	<b>(3) Description of Activities<sup>3</sup></b>
1. Activities designed to encourage students to become qualified for, and seek, employment as community college faculty or administrators.	\$	\$	
2. Outreach and recruitment.	\$	\$	
3. Professional development on equal employment opportunity.	\$	\$	
4. Professional development on DEIA.			
5. Accommodations for applicants and employees with disabilities pursuant to title 5, section 53025.	\$	\$	
6. Other reasonable and justifiable activities to promote equal employment opportunities. Please list activities in Description of Activities column.	\$	\$	

<sup>3</sup> Where appropriate, please explain how the funded activities support the District's efforts as specified in the Strategies Component of the District's EEO Plan.

**Section F: Signatures – Affirmation of Accuracy and Completeness**

*I CERTIFY THAT THIS REPORT IS ACCURATE AND COMPLETE.*

**Chair, Equal Employment Opportunity Advisory Committee**

<b>Name:</b>	<b>Title:</b>
<b>Signature:</b>	<b>Date:</b>

**Chief Human Resources Officer**

<b>Name:</b>	<b>Title:</b>
<b>Signature:</b>	<b>Date:</b>

**Chief Executive Officer (Chancellor or President/Superintendent)**

<b>Name:</b>	<b>Title:</b>
<b>Signature:</b>	<b>Date:</b>

**President/Chair, District Board of Trustees**

<b>Date of governing board's approval/certification:</b>	
<b>Name:</b>	<b>Title:</b>
<b>Signature:</b>	<b>Date:</b>

**Appendix A: Preliminary Analysis of Cluster Hiring at Sacramento City College:**

Sacramento City College piloted cluster hiring for faculty recruitment during the Spring 2024 semester. Cluster hiring refers to the process of recruiting, hiring, and eventually supporting employees who are focused on a specific college or district-wide initiative, such as the hiring faculty who are committed to making a positive difference for minoritized students. [African-American Faculty Cluster Hires | Student Affairs and Campus Diversity | SDSU](#)

To be considered for the cluster hire initiative at Sacramento City College, faculty applicants were asked to address three or more of the following criteria with their applications:

*We are excited to invite you to bring your lived experiences and authentic selves to contribute to discourse and action in supporting our Brown, Indigenous, and/or People of Color (BIPOC) communities.*

1. *Provide specific examples of how you have demonstrated a commitment to engaging in service with populations historically underrepresented and underserved in higher education, particularly with BIPOC communities.*
2. *Provide specific examples of your experience dismantling or disrupting institutional racism.*
3. *Provide specific examples of how you have created research, scholarship, media, art, or cultural/political engagement opportunities with BIPOC communities.*
4. *Provide specific examples of how you have demonstrated experience and knowledge of barriers for BIPOC students and how to address the disproportionate impact at institutions of higher education.*
5. *Provide specific examples of your skills in developing cross-cultural and anti-racist communication, collaboration, and/or pedagogy.*

A preliminary analysis of applicants and who was hired into disciplines at Sacramento City College, compared to who was hired into those same disciplines at the three other Los Rios colleges where there was not a focus on cluster hiring, suggests a number of questions regarding the effectiveness of cluster hiring that should be followed in further cluster hiring efforts. Table 1 shows the results of cluster hiring at SCC compared to hiring at the other colleges in the disciplines of Chemistry, Communication Studies, Counselor, Ethnic Studies, Physics/Astronomy, and Psychology.

Table 1: Applicants by Ethnicity				
Discipline	American River College	Cosumnes River College	Folsom Lake College	Sacramento City College
Chemistry	<b>Total applicants: 20</b> African American: 1 (5.0%) Amer Ind: 0 (0.0%)	<b>Total applicants: 57</b> African American: 6 (10.5%) Amer Ind: 0 (0.0%)		<b>Total applicants: 38</b> African American: 4 (10.5%) Amer Ind: 0 (0.0%)

Appendix A

	<p>AAPI: 6 (30.0%)          Hispanic: 4 (20.0%)          Two or More: 2 (10.%)          White: 5 (25.5%)          Not disclosed: 2 (10.0%)  <b>Hired 1 (AAPI)</b></p>	<p>AAPI: 20 (35.1%)          Hispanic: 7 (12.3%)          Two or More: 8 (5.5%)          White: 14 (24.6%)          Not disclosed: 5 (8.8%)  <b>Hired: 1 (two or more races)</b>  <b>Hired 1 (AAPI)</b></p>		<p>AAPI: 9 (23.7%)          Hispanic: 6 (15.8%)          Two or More Races: 5 (13.2%)          White: 11 (28.9%)          Not disclosed: 3 (7.9%)  <b>Hired: 1 (White)</b></p>
Communication Studies		<p><b>Total applicants: 47</b>          African American: 6 (12.8%)          Amer Ind: 1 (2.1%)          AAPI: 6 (12.8%)          Hispanic: 11 (23.4%)          Two or More: 4 (8.5%)          White: 19 (40.4%)          Not disclosed: 0 (0.0%)  <b>Hired: 1 (two or more races)</b>  <b>Hired 1 (Hispanic)</b></p>		<p><b>Total applicants: 36</b>          African American: 5 (13.9%)          Amer Ind: 1 (2.8%)          AAPI: 3 (8.3%)          Hispanic: 7 (19.4%)          Two or More: 3 (8.3%)          White: 16 (44.4%)          Not disclosed: 1 (2,8%)  <b>Hired: 1 (African American)</b></p>
Counselor	<p><b>Total applicants: 96</b>          African American: 9 (9.4%)          Amer Ind: 0 (0.0%)          AAPI: 12 (12.5%)          Hispanic: 38 (39.6%)          Two or More: 13 (13.5%)          White: 17 (17.7%)          Not disclosed: 7 (7.3%)  <b>Hired: 1 (not disclosed)</b></p>			<p><b>Total applicants: 87</b>          African American: 11 (12.6%)          Amer Ind: 0 (0.0%)          AAPI: 10 (11.5%)          Hispanic: 37 (42.5%)          Two or More: 7 (8.0%)          White: 19 (21.8%)          Not disclosed: 3 (3.4%)  <b>Hired: 1 (African American)</b>  <b>Hired: 2 (Hispanic)</b></p>
Ethnic Studies	<p><b>Total applicants: 21</b>          African American: 13 (61.9%)          Amer Ind: 0 (0.0%)          AAPI: 2 (9.5%)          Hispanic: 3 (14.3%)          Two or More: 1 (4.8%)          White: 2 (9.5%)          Not disclosed: 0 (0.0%)  <b>Hired: 1 (African American)</b></p>		<p><b>Total applicants: 40</b>          African American: 7 (20.6%)          Amer Ind: 0 (0.0%)          AAPI: 6 (17.6%)          Hispanic: 15 (44.1%)          Two or More: 0 (0.0%)          White: 4 (11.8%)          Not disclosed: 1 (2.9%)  <b>Hired: 1 (not disclosed)</b></p>	<p><b>Total applicants: 40</b>          African American: 11 (27.5%)          Amer Ind: 0 (0.0%)          AAPI: 6 (15.0%)          Hispanic: 17 (42.5%)          Two or More: 3 (7.5%)          White: 2 (5.0%)          Not disclosed: 1 (2.5%)  <b>Hired: 2 (African American)</b></p>
Physics/Astronomy			<p><b>Total applicants: 31</b>          African American: 0 (0.0%)          Amer Ind: 1 (3.2%)          AAPI: 10 (32.3%)          Hispanic: 4 (12.9%)          Two or More: 3 (6.5%)</p>	<p><b>Total applicants: 29</b>          African American: 0 (0.0%)          Amer Ind: 0 (0.0%)          AAPI: 13 (44.8%)          Hispanic: 3 (16.3%)          Two or More: 2 (6.9%)</p>

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			White: 11 (35.5%) Not disclosed: 3 (9.7%) Hired: 1 (white)	White: 9 (31.0%) Not disclosed: 2 (6.9%) Hired: 1 (two or more races )
Psychology	<b>Total applicants: 26</b> African American: 2 (7.7%) Amer Ind: 0 (0.0%) AAPI: 2 (7.7%) Hispanic: 6 (23.1%) Two or More: 3 (11.5%) White: 12 (46.2%) Not disclosed: 1 (3.8%) Hired: 1 (White)			<b>Total applicants: 14</b> African American: 1 (7.1%) Amer Ind: 0 (0.0%) AAPI: 2 (14.3%) Hispanic: 3 (21.4%) Two or More: 1 (7.1%) White: 6 (42.9%) Not disclosed: 1 (7.1%) Hired: 1 (AAPI)

Adverse Impact Analysis:

Under the EEOC’s Adverse Impact Test, an adverse impact occurs when the selection rate for any group is less than 4/5<sup>th</sup> (80%) of the selection rate for the group with the highest selection rate. Applying the Adverse Impact Test to the faculty positions which were hired at SCC where cluster hiring was piloted suggests a number of questions which should be regarded at the recruitment stage and applicant screening stage for interviews. With a goal of diversifying the faculty at SCC, an explicit recruitment goal was to help diversify the applicant pool. As shown in Table 2, an adverse impact analysis of applicants can help determine whether the applicant pools at SCC were diverse and whether that diversity helped prevent adverse impact in the hiring process:

Table 2: Adverse Impact Analysis of Applicant Data:							
Chemistry (1 position)							
Applicants Total (38)	African American 4 (10.5%)	American Indian 0 (0.0%)	AAPI 9 (23.7%)	Hispanic 6 (15.8%)	Two or More Races 5 (13.2%)	White 11 (28.9%)	Not Disclosed 3 (7.9%)
Adverse Impact - applicants?	10.5%/28.9% = 36% (Yes)	Yes	23.7%/28.9% = 82% (No)	15.8%/28.9% = 54% (Yes)	13.2%/28.9% = 45% (Yes)	Denominator 28.9%	7.9%/28.9% = 27% (Yes)
Adverse Impact – 34 HR Screening?	4 (11.8%) 11.8%/26.5% =44.5% (Yes)	Yes	7 (20.6%) 20.6%/26.5% = 77.7% (Yes)	6 (17.6%) 17.6%/26.5% = 66.4% (Yes)	5 (14.5%) 14.5%/26.5% = 54.7% (Yes)	9 (26.5%) Denominator	3 (8.8%) 8.8%/26.5% = 33.2% (Yes)
Adverse Impact – 12 Interviewed?	2 (16.7%) 16.7%/33.3% = 50% (Yes)	0 (Yes)	1 (8.3%) 8.3%/33.3% = 24% (Yes)	2 (16.7%) 16.7%/33.3% = 50% (Yes)	3 (25.0%) 25%/33.3% = 75% (Yes)	4 (33.3%) Denominator	0 (Yes)

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Adverse Impact - Hired?	0 (Yes)	0 (Yes)	0 (Yes)	0 (Yes)	0 (Yes)	1 (hired) (No)	0 (Yes)
<b>Communication Studies (1 position)</b>							
Applicants Total (36)	African American 5 (13.9%)	Amer Ind /Native Am 1 (2.8%)	AAPI 3 (8.3%)	Hispanic 7 (19.4%)	Two or More Races 0 (0.0%)	White 16 (44.4%)	Not Disclosed 1 (2.8%)
Adverse Impact - applicants?	13.9%/44.4% = 31% (Yes)	2.8%/44.4% = 6 % (Yes)	8.3%/44.4% = 8% (Yes)	6.7%/33.3% = 20% (Yes)	20.0%/33.3% = 60% (Yes)	Denominator 44.4%	6.7%/33.3% = 60% (Yes)
Adverse Impact – 27 HR Screening?	2 (7.4%) 7.4%/51.9% = 14.2 % (Yes)	0 (0.0%) 0.0%/51.9% = 0.0% (Yes)	1 (3.7%) 3.7%/51.9% = 7% (Yes)	6 (22.2%) 22.2%/51.9% = 42.7% (Yes)	3 (11.1%) 11.1%/51.9% = 21.3% (Yes)	14 (51.9%) Denominator	1 (3.7%) 3.7%/51.9% = 7% (Yes)
Adverse Impact – 10 Interviewed?	1 (10.0%) 10%/50% = 20% (Yes)	0 (0.0%) 0.0%/50% = 0.0% (Yes)	0 (0.0%) 0.0%/50% = 0.0% (Yes)	2 (20.0%) 20%/50% = 40% (Yes)	2 (20.0%) 20%/50% = 40% (Yes)	5 (50%) Denominator	0 (0.0%) 0.0%/50% = 0.0% (Yes)
Adverse Impact - Hired?	1 hired (No)	0 (Yes)	0 (Yes)	0 (Yes)	0 (Yes)	0 (Yes)	0 (Yes)
<b>Counselor (3 positions)</b>							
Applicants Total (87)	African American 11 (12.6%)	Amer Ind/ Native Am 0 (0.0%)	AAPI 10 (11.5%)	Hispanic 37 (42.5%)	Two or More Races 7 (8.0%)	White 19 (21.8%)	Not Disclosed 3 (3.4%)
Adverse Impact - applicants?	12.5%/42.5% = 29% (Yes)	Yes	11.5%/42.5% = 27% (Yes)	Denominator (42.5%)	8.0%/42.5% = 18% (Yes)	21.8%/42.5% = 51% (Yes)	3.4%/42.5% = 8% (Yes)
Adverse Impact – HR Screening?	10(13.2%) 13.2%/46.1% = 28.6% (Yes)	Yes	9 (11.8%) 11.8%/51.9% 22.7% (Yes)	35 (46.1%) Denominator	6 (7.9%) 7.9%/51.9% = 15.2% (Yes)	14 (18.4%) 18.4%/51.9% = 35.4% (Yes)	2 (2.6%) 2.6%/51.9% = 5% (Yes)



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Adverse Impact – Interviewed?	N=4 (14.3%) 14.3%/50%= 28% (Yes)	Yes	N=4 (14.3%) 14.3%/50%= 28% (Yes)	14 (50.0%) Denominator	N = 2 (7.1%) 7.1%/50% = 14% (Yes)	N=4 (14.3%) 14.3%/50%= 28% (Yes)	N=0 (0.0%) 0.0%/50% = 0% (Yes)
Adverse Impact - Hired?	1 hired (Yes)	0 (Yes)	0 (Yes)	2 hired (No)	0 (Yes)	0 (Yes)	0 (Yes)
<b>Ethnic Studies (2 positions)</b>							
Applicants Total (40)	African American 11 (27.5%)	Amer Ind/ Native Am 0 (0.0%)	AAPI 6 (15.0%)	Hispanic 17 (42.5%)	Two or More Races 3 (7.5%)	White 2 (5.0%)	Not Disclosed 1 (2.5%)
Adverse Impact - applicants?	12.5%/42.5% = 29% (Yes)	Yes	11.5%/42.5% = 27% (Yes)	Denominator (42.5%)	7.5%/42.5% = 18% (Yes)	5.0%/42.5% = 11% (Yes)	2.5%/42.5% = 5% (Yes)
Adverse Impact – HR Screening?	5 (23.8%) 23.8%/61.9% 38.4% (Yes)	Yes	1 (4.8%) 4.8%/61.9% = 7% (Yes)	13(61.9%) Denominator	2 (9.5%) 9.5%/61.9% = 15.3% (Yes)	0 (0.0%) 0.0%/61.9% = 0.0% (Yes)	0 (0.0%) 0.0%/61.9% = 0.0% (Yes)
Adverse Impact – Interviewed?	3 (20.0%) 20.0%/66.7% = 29.9% (Yes)	Yes	0 (0.0%) 0.0%/66.7% = 0.0% (Yes)	10 (66.7%) Denominator	2 (13.3%) 13.3%/66.7% = 19.9% (Yes)	0 (0.0%) 0.0%/66.7% = 0.0% (Yes)	0 (0.0%) 0.0%/66.7% = 0.0% (Yes)
Adverse Impact - Hired?	2 hired (No)	0 (Yes)	0 (Yes)	0 (Yes)	0 (Yes)	0 (Yes)	0 (Yes)
<b>History (1 position)</b>							
Applicants Total (15)	African American 5 (33.3%)	Amer Ind/ Native Am 0 (0.0%)	AAPI 0 (0.0%)	Hispanic 1 (6.7%)	Two or More 3 (20.0%)	White 5 (33.3%)	Not Disclosed 1 (6.7%)
Adverse Impact - applicants?	Denominator 33.3%	Yes	Yes	6.7%/33.3% = 20% (Yes)	20.0%/33.3% = 60% (Yes)	Denominator 33.3%	6.7%/33.3% = 60% (Yes)

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Adverse Impact – HR Screening?	2 (22.2%) 22.2%/44.4% = 50% (Yes)	Yes	Yes	1 (11.1%) 11.1%/44.4% = 2.4% (Yes)	0 (0.0%) 0.0%/44.4% = 0.0% (Yes)	4 (44.4%) Denominator	1 (11.1%) 11.1%/44.4% = 2.4% (Yes)
Adverse Impact – Interviewed?	2 (28.6%) Denominator	Yes	Yes	1 (14.3%) 14.3%/28.6% = 50% (Yes)	1 (14.3%) 14.3%/28.6% = 50% (Yes)	2 (28.6%) Denominator	1 (14.3%) 14.3%/28.6% = 50% (Yes)
Adverse Impact - Hired?	0 (Yes)	0 (Yes)	0 (Yes)	0 (Yes)	1 hired (No)	0 (Yes)	0 (Yes)
<b>Kinesiology (1 position)</b>							
Applicants Total (26)	African American 11 (42.3%)	Amer Ind/ Native Am 1 (3.8%)	AAPI 0 (0.0%)	Hispanic 4 (15.4%)	Two or More Races 3 (11.5%)	White 5 (19.2)	Not Disclosed 2 (7.7%)
Adverse Impact - applicants?	Denominator (42.3%)	3.8%/42.3% 3.8%/42.3% = 8.9% (Yes)	Yes	15.4%/42.3% = 63% (Yes)	11.5%/42.3% = 27% (Yes)	19.2%/42.3% = 45% (Yes)	7.7%/42.3% = 18% (Yes)
Adverse Impact – HR Screening?	5 (41.7%) Denominator	0 (0.0%) 0.0%/41.7% = 0.0% (Yes)	Yes	2 (16.7%) 16.7%/41.7% = 40% (Yes)	2 (16.7%) 16.7%/41.7% = 40% (Yes)	2 (16.7%) 16.7%/41.7% = 40% (Yes)	1 (8.3%) 8.3%/41.7% = 19.9% (Yes)
Adverse Impact – Interviewed?	3 (42.9%) Denominator	0 (0.0%) 0.0%/42.9% = 0.0% (Yes)	Yes	1 (14.3%) 14.3%/42.9% = 33.3% (Yes)	1 (14.3%) 14.3%/42.9% = 33% (Yes)	1 (14.3%) 14.3%/42.9% = 33% (Yes)	1 (14.3%) 14.3%/42.9% = 33% (Yes)
Adverse Impact - Hired?	1 hired (No)	0 (Yes)	0 (Yes)	0 (Yes)	0 (Yes)	0 (Yes)	0 (Yes)
<b>Mechanical Electrical Technician (1 position)</b>							
Applicants Total (7)	African American 0 (0.0%)	Amer Ind/ Native Am 0 (0.0%)	AAPI 5 (71.4%)	Hispanic 0 (0.0%)	Two or More Races 0 (0.0%)	White 1 (14.3%)	Not Disclosed 1 (14.3%)

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Adverse Impact - applicants?	Yes	Yes	Denominator 71.4%	Yes	Yes	14.3%/71.4% = 20% (Yes)	14.3%/71.4% = 20% (Yes)
Adverse Impact – HR Screening?	Yes	Yes	2 (50.0%) Denominator	Yes	Yes	1 (25%) 25%/50% = 50% (Yes)	1 (25%) 25%/50% = 50% (Yes)
Adverse Impact – Interviewed?	Yes	Yes	1 (33.3%) (No)	Yes	Yes	1 (33.3%) (No)	1 (33.3%) (No)
Adverse Impact - Hired?	0 (Yes)	0 (Yes)	0 (Yes)	0 (Yes)	0 (Yes)	0 (Yes)	1 hired (No)
<b>Nursing (2 positions)</b>							
Applicants Total (3)	African American 0 (0.0%)	Amer Ind/ Native Am 0 (0.0%)	AAPI 3 (100%)	Hispanic 0 (0.0%)	Two or More 0 (0.0%)	White 0 (0.0%)	Not Disclosed 0 (0.0%)
Adverse Impact – Applicants	Yes	Yes	Denominator (100%)	Yes	Yes	Yes	Yes
Adverse Impact – 3 HR Screening?	Yes	Yes	Denominator (100%)	Yes	Yes	Yes	Yes
Adverse Impact – Interviewed?	Yes	Yes	Denominator 100%	Yes	Yes	Yes	Yes
Adverse Impact - Hired?	0 (Yes)	0 (Yes)	2 hired (No)	0 (Yes)	0 (Yes)	0 (Yes)	0 (Yes)
<b>Photography (1 position)</b>							
Applicants Total (24)	African American 0 (0.0%)	Amer Ind/ Native Am 0 (0.0%)	AAPI 0 (0.0%)	Hispanic 8 (33.3%)	Two or More 4 (16.7%)	White 11 (45.8%)	Not Disclosed 1 (4.2%)

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Adverse Impact - applicants?	Yes	Yes	Yes	33.3%/45.8% = 72% (Yes)	16.7%/45.8% = 36% (Yes)	Denominator (45.8%)	4.2%/45.8% = 9% (Yes)
Adverse Impact – 17 HR Screening?	Yes	Yes	Yes	4 (23.5%) 23.5%/52.9% = 44.4% (Yes)	3 (17.6%) 17.6%/52.9% = 3% (Yes)	9 (52.9%) Denominator	1 (5.9%) 5.9%/52.9% = 11.1% (Yes)
Adverse Impact – 9 Interviewed?	Yes	Yes	Yes	2 (22.2%) 22.2%/44.4% = 50% (Yes)	3 (33.3%) 33.3%/44.4% = 75% (Yes)	4 (44.4%) Denominator	0 (0.0%) 0.0%/44.4% = 0% (Yes)
Adverse Impact - Hired?	0 (Yes)	0 (Yes)	0 (Yes)	0 (Yes)	0 (Yes)	1 hired (No)	0 (Yes)
<b>Physics/Astronomy (1 position)</b>							
Applicants Total (29)	African American 0 (0.0%)	Amer Ind/ Native Am 0 (0.0%)	AAPI 13 (44.8%)	Hispanic 3 (10.3%)	Two or More 2 (6.9%)	White 9 (31.0%)	Not Disclosed 2 (6.9%)
Adverse Impact - applicants?	Yes	Yes	Denominator (44.8%)	10.3%/44.8% = 22% (Yes)	6.9%/44.8% = 15% (Yes)	31%/44.8% = 69% (Yes)	6.9%/44.8% = 15% (Yes)
Adverse Impact – 23 HR Screening?	Yes	Yes	10 (43.5%) Denominator	3 (13%) 13%/43.5% = 30% (Yes)	2 (8.7%) 8.7%/43.5% = 20% (Yes)	6 (26.1%) 26.1%/43.5% = 60% (Yes)	2 (8.7%) 8.7%/43.5% = 20% (Yes)
Adverse Impact – 9 Interviewed?	Yes	Yes	3 (33.3%) Denominator	2 (22.2%) 22.2%/33.3% = 66.6% (Yes)	1 (11.1%) 11.1%/33.3% = 33.3% (Yes)	2 (22.2%) 22.2%/33.3% = 66.6% (Yes)	1 (11.1%) 11.1%/33.3% = 33.3% (Yes)
Adverse Impact – Hired?	0 (Yes)	0 (Yes)	0 (Yes)	0 (Yes)	1 hired (No)	0 (Yes)	0 (Yes)
<b>Psychology – 1 hired</b>							
Applicants Total (14)	African American 1 (7.1%)	Amer Ind/ Native Am 0 (0.0%)	AAPI 2 (14.3%)	Hispanic 3 (21.4%)	Two or More 1 (7.1%)	White 6 (42.9%)	Not Disclosed 1 (7.1%)

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Adverse Impact - applicants?	7.1%/42.9% = 16% (Yes)	0.0%/100% = 0.0% (Yes)	14.3%/42.9% = 33.3% (Yes)	21.4%/42.9% = 49% (Yes)	7.1%/42.9% = 16% (Yes)	Denominator (42.9%)	7.1%/42.9% = 16% (Yes)
Adverse Impact – 14 HR Screening?	1 (7.1%) 7.1%/42.9% = 16% (Yes)	Yes	2 (14.3%) 14.3%/42.9% = 33.3% (Yes)	3 (21.4%) 21.4%/42.9% = 49% (Yes)	1 (7.1%) 7.1%/42.9% = 16% (Yes)	6 (42.9%) Denominator	1 (7.1%) 7.1%/42.9% = 16% (Yes)
Adverse Impact – 8 Interviewed?	0 (0.0%) 0.0%/50% = 0.0% (Yes)	Yes	1 (12.5%) 12.5%/50% = 25% (Yes)	2 (25%) 25%/50% = 50% (Yes)	0 (0.0%) 0.0%/50% = 0.0% (Yes)	4 (50%) Denominator	1 (12.5%) 12.5%/50% = 25% (Yes)
Adverse Impact - Hired?	0 (Yes)	0 (Yes)	1 hired (No)	0 (Yes)	0 (Yes)	0 (Yes)	0 (Yes)
<b>Vision Care Technology (1 position)</b>							
Applicants Total (5)	African American 0 (0.0%)	Amer Ind/ Native Am 0 (0.0%)	AAPI 1 (20.0%)	Hispanic 1 (20.0%)	Two or More 0 (0.0%)	White 2 (40.0%)	Not Disclosed 1 (20.0%)
Adverse Impact - applicants?	0.0%/40% = 0.0% (Yes)	0.0%/40% = 0.0% (Yes)	20%/40% = 50% (Yes)	20%/40% = 50% (Yes)	0.0%/40% = 0.0% (Yes)	Denominator (40%)	0.0%/40% = 0.0% (Yes)
Adverse Impact – 3 HR Screening?	Yes	Yes	1 (33.3%) 33.3%/66.7% = 49% (Yes)	0 (0.0%) 0.0%/66.7% = 0.0% (Yes)	0 (0.0%) 0.0%/66.7% = 0.0% (Yes)	2 (66.7%) Denominator	0 (0.0%) 0.0%/66.7% = 0.0% (Yes)
Adverse Impact – 3 Interviewed?	Yes	Ye	1 (33.3%) 33.3%/66.7% = 49% (Yes)	0 (0.0%) 0.0%/66.7% = 0.0% (Yes)	0 (0.0%) 0.0%/66.7% = 0.0% (Yes)	2 (66.7%) Denominator	0 (0.0%) 0.0%/66.7% = 0.0% (Yes)
Hired? Adverse Impact?	0 (Yes)	0 (Yes)	0 (Yes)	0 (Yes)	0 (Yes)	1 hired (No)	0 (Yes)

## Appendix A

### Discussion:

In 9 disciplines, (Chemistry, Communication Studies, Counselor, Ethnic Studies, Kinesiology, Photography, Physics/Astronomy, Psychology, and Vision Care Technology), groups with the highest number of total applicants also resulted in the highest number of applicants screened in by Human Resources (HR) and the highest number of applicants invited to interview. Specifically:

- ✓ In 5 disciplines, (Chemistry, Communication Studies, Photography, Psychology, and Vision Care Technology), the largest number of applicants were white and white applicants were the majority of applicants who were screened in by HR and interviewed at the College.
- ✓ In the disciplines of Counselor, Ethnic Studies, and Kinesiology, the majority of applicants were Hispanic (Counselor and Ethnic Studies) or African American (Kinesiology). AAPI were the largest number of applicants in Physics/Astronomy , and AAPI were the majority of applicants screened in by HR and interviewed at the College.
- ✓ In History, African American and white applicants were both represented equally in the overall applicant pool at 33%. White applicants were the majority of applicants screened in by HR at 44%. African American and white applicants were interviewed at the same rate (28.6%).

In three disciplines with single digit applicant pools, very little or no diversity existed in the applicant pools. Specifically:

- In Nursing, all 3 applicants were AAPI and all 3 applicants were screened in by HR and all 3 applicants were interviewed.
- In Mechanical Electrical Technology, 71.4% of 7 applicants were AAPI. AAPI were also the majority of applicants screened in by HR (50% or 5), but out of the 3 applicants interviewed, one was AAPI, one was white, and one did not disclose ethnicity.
- In Vision Care Technology, out of the 5 applicants, 2 were white, and white applicants were the majority of applicants screened in by HR and interviewed.

In 8 disciplines (66%) of faculty hired are people of color: Chemistry, Counselor, Ethnic Studies, History, Kinesiology, Photography, and Physics/Astronomy. Nursing had only 3 applicants who were AAPI and 2 out of the 3 applicants were hired. White applicants were hired in 3 areas (Chemistry, Photography, Vision Care Technology), and 1 person not disclosing ethnicity was hired into Mechanical Electrical Technology.

While adverse impact did exist in the faculty hiring process at SCC with a focus on cluster hiring, as shown in Appendix B below, SCC hired more people of color by percentage than the other 3 colleges during the Spring 2024 faculty hiring period.

## Appendix A

A look at the result of hiring for each discipline at SCC reveals general and discipline specific questions for cluster hiring that should be considered in any future cluster hiring efforts:

**Chemistry:** A total of 20 applicants applied at ARC and 38 applied at SCC and each college hired one professor. ARC, where cluster hiring did not exist, hired a professor who identifies as AAPI. AAPI applicants were almost 1/3 of the total applicants (30.0%). SCC, piloting cluster hiring, hired a professor who identifies as white with white applicants at a little more than one quarter of the applicant pool (26.5%). The applicants at ARC and CRC were not all the same applicants at SCC. CRC did not pilot cluster hiring and had the largest applicant pool with the highest number of African American applicants (6) and the highest number of AAPI applicants (20). ARC and CRC both advertised for two professors. Fewer Hispanic applicants by percentage (15.8%) applied to Chemistry at SCC than at ARC (20.0%). At CRC, Hispanic applicants were only 12.3% with two positions available. ARC had only 1 African American applicant.

- Questions to consider regarding cluster hiring:
  - o To what extent did location and opportunity to be hired play in an applicant's decisions to apply to Chemistry at a specific college?
  - o Did the focus on cluster hiring contribute to a greater number of applicants overall at SCC compared to ARC where both colleges were hiring one professor?
  - o Did the focus on clustering hiring at SCC serve as a barrier to Hispanic applicants?

**Communication Studies:** CRC hired two Communications Studies professors; one identifies as two more races and one identifies as AAPI. CRC applicants who identify as two or more races were 8.5% of the total applicants and AAPI applicants were 12.8% of the total applicants. White applicants were 40% of the total applicants. Hispanic applicants (23.4%) were almost twice the percentage of AAPI applicants and three times the percentage of applicants identifying as two or more races. SCC, with a focus on cluster hiring selected a Communication Studies professor who identifies as African American where African American applicants were 13.5% of the applicant pool. There were also fewer applicants at SCC who identified as AAPI, Hispanic, two or more races, and white compared to CRC.

- Questions to consider regarding cluster hiring:
  - o What impact, if any, did the cluster hiring supplemental questions have for applicants in Communication Studies at SCC?
  - o At CRC where cluster hiring was not a focus, what factors contributed to fewer applicants of color in Communication Studies, but also resulted in two hires identifying as people of color?
  - o To what extent did location and opportunity to be hired play in an applicant's decisions to apply to Communication Studies at a specific college?

## Appendix A

**Counselor:** ARC had 9 more applicants overall for one position than at SCC where there were two positions available. The counselor hired at ARC did not disclose ethnicity. SCC hired two counselors who identify as African American and one counselor who identifies as Hispanic.

- Questions to consider regarding cluster hiring:
  - o To what extent did location play in an applicant's decisions to apply for a Counselor role at a specific college?
  - o Did cluster hiring present a barrier to Counselor applicants overall at SCC?

**Ethnic Studies:** SCC, where cluster hiring was piloted, hired two professors who identify as African American. The most applicants were Hispanic (42.5%), which was almost double African American applicants (27.5%). At CRC, with one open position, one professor who did not disclose ethnicity was hired; 2.9% of applicants at CRC did not disclose ethnicity. CRC had one failed search in Ethnic Studies. American River College with two positions to hire, hired a professor who identifies as African American. ARC had a failed search in Ethnic Studies, and African Americans were the largest percentage of applicants (61.9%). Total applicants at SCC and CRC were 40 and total applicants at ARC was 21, and the 40 applicants at SCC and CRC were not the same 40 applicants.

- Questions to consider regarding cluster hiring:
  - o How did cluster hiring impact those who applied to Ethnic Studies at SCC?
  - o To what extent did location and opportunity to be hired play in an applicant's decisions to apply to a specific college?

**History:** The total number of applicants was 15. Two thirds of those applicants identified as African American (5) and white (5). A professor identifying as two or more races was hired. At the recruitment stage, adverse impact existed for American Indian and AAPI applicants as zero applied, as well as for the 1 Hispanic applicant and 3 applicants identifying as two or more races, and those who did not disclose ethnicity (1 applicant). At the HR screening stage, adverse impact existed for all groups except for white who had the most applicants screened in: 9 out of 11 or 26.5%. Seven of the 15 applicants were interviewed: 2 African American, 1 Hispanic, 1 identifying as two or more races, 2 white, and 1 applicant who did not disclose ethnicity. At the interviewing stage, adverse impact existed for applicants identifying as Hispanic, two or more races, and for those who did not disclose ethnicity.

- Question to consider regarding cluster hiring:
  - o Did the cluster hiring focus pose a barrier to potential applicants who are Native American or AAPI?

**Kinesiology:** Total number of applicants was 26. A professor identifying as African American was hired and African American applicants were the largest number: 11 of 26 or 42.3%. The remaining applicants identified as American Indian (1), Hispanic (4), two or more races (3), white (5); two



## Appendix A

applicants did not disclose ethnicity and adverse impact existed for these groups. Seven of the 26 applicants were interviewed: 3 African American, and 0 American Indian, 1 Hispanic, 1 identifying as two or more races, 1 white, and 1 applicant who did not disclose ethnicity. Adverse impact existed for all groups other than African Americans in interviewing.

- Question to consider regarding cluster hiring:
  - o Did cluster hiring pose a barrier to potential applicants?

**Mechanical Electrical Engineering:** Only 7 applicants applied and 5 identified as AAPI. Adverse impact existed for groups that did not apply: African American, American Indian, Hispanic, and two or more races. Only 3 applicants were interviewed: one identifying as AAPI, one identifying as white, and one applicant not disclosing ethnicity, who was hired.

- Questions to consider regarding cluster hiring:
  - o Did the cluster hiring focus impact who decided to apply?
  - o Did cluster hiring pose a barrier to potential applicants who were African American, Native American, Hispanic, or Multi-Ethnic?

**Nursing:** With only 3 AAPI applicants, SCC hired 2 professors.

- Question to consider regarding cluster hiring:
  - o Did the cluster hiring focus pose a barrier from applicants from all ethnic groups?

**Physics/Astronomy:** SCC with cluster hiring had 29 applicants and hired a professor who identifies as two or more races. Only 2 of the 29 applicants identified as two or more races FLC without clustering hiring selected a professor who identifies as white with 31 applicants. White applicants at FLC were the largest group with 11 out of 31 or 35.5%. White applicants at SCC were also the largest group with 9 out of 29 or 31%.

- Questions to consider regarding cluster hiring:
  - o Did cluster hiring at SCC cause a barrier for applicants?
  - o Did location influence where applicants chose to apply?

**Photography.** SCC with cluster hiring hired a professor who identifies as white. White applicants were almost half of the pool: 11 or 26 or 45.8%. There were 8 Hispanic applicants (33.3%) with two interviewed (22.2%). White applicants were 44.4% of interviewed applicants. There were 4 multi-ethnic applicants (16.7%) with 3 of those applicants interviewed (33.3%).

## Appendix A

- Questions to consider regarding cluster hiring:
  - o What did white applicants and multi-ethnic applicants possess in their applications that caused them to be interviewed more than Hispanic applicants?
  - o Did cluster hiring pose a barrier for African American, Native American, or Asian/Pacific Islanders as no one from these groups applied for the position?

**Psychology:** SCC with cluster hiring hired a professor who identifies as AAPI and ARC without cluster hiring hired a professor who identifies as white. ARC also had a failed search in Psychology. Total applicants at SCC were 14 and total applicants at ARC was 27. Two AAPI applicants applied at ARC and two AAPI applicants applied at SCC. SCC had the highest percentage of white applicants at 6 (42.9%), but ARC had a majority of white applicants at 12 or 46.2%. Hispanic applicants at ARC were 6 out of 26 (23.1%), while Hispanic applicants at SCC were 3 out of 14 (21.4%).

- Questions to consider regarding cluster hiring:
  - o Did cluster hiring pose a barrier for applicants overall at SCC compared to ARC without cluster hiring?
  - o Did cluster hiring at SCC discourage Hispanic applicants?

**Vision Care Technology.** SCC with clustering hiring hired a white professor. Out of 5 applicants, 2 were white, 1 was AAPI, 2 were Hispanic, 2 were white, and 1 did not disclose ethnicity. One of 3 applicants was interviewed: the AAPI applicant and the white applicants.

- Questions to consider regarding cluster hiring:
  - o What did the Hispanic applicants and the applicant who did not disclose cluster hiring not have in their applicants that the other applicants had causing them to be interviewed?
  - o Did cluster hiring pose a barrier for potential African American, Native American, or Multi-Ethnic applicants?

In conclusion, one clear purpose of cluster hiring at Sacramento City College in Spring 2024 was to help diversify the faculty with a specific emphasis on hiring professors who understand the importance of supporting students of color who form the majority of SCC's students but whose achievement may continue to expose equity gaps. Assuming that faculty applicants across the District were aware of job opportunities that might exist in their discipline at any of the four colleges, they would have been aware that SCC specifically was requiring applicants to identify how they have helped to disrupt the realities of historically underrepresented and underserved populations in higher education. Applicants could have expected that to be competitive at SCC they would have to address how they have specifically worked to dismantle effects of racism and barriers facing students of color in higher education, provided opportunities for college students from BIPOC communities in research, scholarship, media, art, or cultural/political engagement, or how they themselves have developed cross-cultural and anti-racist

## Appendix A

pedagogy. Faculty applicants to SCC would have to make an intentional decision based on factors that were not obviously in place at the other colleges where cluster hiring was not part of job postings.

**Data Regarding Underrepresentation Among Faculty Applicants and All Employees**

In the 2023 EEO Plan Component 10, a stated goal was that:

The District’s HR Department will annually review the District’s workforce composition and shall monitor applicants for employment on an ongoing basis to evaluate the District’s progress in implementing the EEO Plan, to provide data needed for the reports required by the Plan, to determine any additional measures to support equity, diversity, inclusion, and ensure equal employment opportunity, and to determine if significant underrepresentation of a monitored group may be the result of non-job related factors in the employment process.

Goal 2 of Los Rios Community College District Strategic Plan is to “ensure equity academic achievement across all racial, ethnic, socioeconomic, and gender groups.” To reach this goal, the District set a specific indicator of achievement “to recruit, hire, and retain faculty, staff, and administrators who would reflect the diversity of students who attend our colleges.” (District, 2024)

During the Spring 2024 semester, the Los Rios Community College District authorized 71 full-time faculty hires and hired 54 new faculty across the four colleges. At Sacramento City College, cluster hiring was piloted as an effort to further diversify the faculty.

➤ *Results of Faculty Hiring in Spring 2024:*

Tables 1 – 4 show ethnicity demographics of new full-time faculty hires at the four colleges. As shown in table 1, at American River College, 12 new tenure-track faculty were hired into 11 disciplines. 41.6% of faculty hired (5 out of 12) identify as people of color:

- 1 African American
- 3 Asian Pacific Islander
- 1 Hispanic

Four out of 12 faculty hired identify as white (33%):

<b>Table 1: Tenure-Track Faculty Hired at American River College (Spring 2024)<sup>1</sup></b>			
<b>Ethnicity</b>	<b>#</b>	<b>%</b>	<b>Discipline</b>
African Am.	1	8.3%	Ethnic Studies
Am. Indian/Alaskan Nat.	0	0.0%	
Asian/Pacific Islander	3	25.0%	Biology, Chemistry, Design & Engineering Technology
Hispanic	1	8.3%	Anthropology
Multi-Ethnic	0	0.0%	
White	4	33.3%	Biology, English as a Second Language, Psychology, Speech Communication
Not Disclosed	3	25.0%	Accounting, Automotive Collision Technology, Counselor
<b>Total Applicants</b>	<b>12</b>	<b>100%</b>	

<sup>1</sup> There were nine cancelled or failed faculty searches at American River College.

Appendix B:

At Cosumnes River College, sixteen (16) new professors were hired into 16 disciplines.

- 9 professors (56.3%) identified as white
- 1 identified as African American (6.3%)
- 2 identified as Asian/Pacific Islander (12.5%)
- 1 identified as Hispanic (6.3%),
- 3 professors identified as multi-ethnic (18.8%):

<b>Table 2: Tenure-Track Faculty Hired at Cosumnes River College (Spring 2024)<sup>2</sup></b>			
<b>Ethnicity:</b>	<b>#</b>	<b>% of Total</b>	<b>Discipline</b>
African Am.	1	6.3%	Kinesiology
Am. Indian/Alaskan Nat.	0	0.0%	English (2)
Asian/Pacific Islander	2	12.5%	
Hispanic	1	6.3%	Communication Studies
Multi-Ethnic	3	18.8%	Chemistry, Communication Studies, Early Childhood Education
White	9	56.3%	Accounting, Art History, Architecture Design Technology, Automotive Mechanics Technology, Biology, Chemistry, Fire Technology, Mathematics, Veterinary Technician
Not Disclosed	0	0.0%	
<b>Total Applicants</b>	<b>16</b>	<b>100%</b>	

At Folsom Lake College, (9) tenure-track faculty were hired into nine disciplines:

- 5 white (55.6%),
- 1 African American (11.1%)-
- 1 Asian American/Pacific Islander (11.1%)-
- 1 Hispanic (11.1%),
- 1 professor who did not disclose ethnicity:

<b>Table 3: Tenure-Track Faculty Hired at Folsom Lake College (Spring 2024)<sup>3</sup></b>			
<b>Ethnicity</b>	<b>#</b>	<b>%</b>	<b>Discipline</b>
African Am.	1	11.1%	Certified Nursing Assistant
Am. Indian/Alaskan Nat.	0	0.0%	
Asian/Pacific Islander	2	22.2%	Certified Nursing Assistant, Computer Information Science
Hispanic	1	11.1%	History
Multi-Ethnic	0	0.0%	
White	5	55.6%	Business, Early Childhood Education, Music, Physics/Astronomy, Viticulture
Not Disclosed	1	11.1%	Ethnic Studies
<b>Total Tenure-Track Faculty Hired</b>	<b>10</b>	<b>100%</b>	

<sup>2</sup> There was one cancelled or failed faculty search at Cosumnes River College.

<sup>3</sup> There were four cancelled or failed faculty searches at Folsom Lake College.

Appendix B:

At Sacramento City College, 16 tenure-track faculty were hired into 12 disciplines: -

- 12 out of 16 identify as people of color:
  - o 5 African American (31.3%)
  - o 3 Asian American/Pacific Islander (18.8%)
  - o 1 Hispanic (12.5%), 2 multi-ethnic (12.5%)
- 3 identify as white (18.8%)
- 1 professor who did not disclose ethnicity (6.33%):

<b>Table 4: Tenure-Track Faculty Hired at Sacramento City College (Spring 2024)<sup>4</sup></b>			
<b>Ethnicity</b>	<b>#</b>	<b>% of Total</b>	<b>Discipline</b>
African Am.	5	31.3%	Communication Studies, Counselor, Ethnic Studies (2), Kinesiology
Am. Indian/Alaskan Nat.	0	0.0%	
Asian/Pacific Islander	3	18.8%	Nursing (2), Psychology
Hispanic	2	12.5%	Counselor (2)
Multi-Ethnic	2	12.5%	History, Physics/Astronomy
White	3	18.8%	Chemistry, Photography, Vision Care Technology
Not Disclosed	1	6.3%	Mechanical Electrical Technology
<b>Total Tenure-Track Faculty Hired</b>	<b>16</b>	<b>100%</b>	

➤ *How Diverse were the Faculty Applicant Pools in Spring 2024?*

Tables 5 - 8 show ethnicity of faculty applicants in comparison to student diversity at each college during the Spring 2024 semester faculty hiring efforts:

- At American River College and Folsom Lake College, the majority of students identify as white. White applicants were the majority of faculty applicants at these college as shown in tables 5 and 7 respectively.
- At Sacramento City College, the majority of students identify as hispanic. Hispanic applicants where the majority of faculty applicants as shown in table 8.
- At Cosumnes River College, as shown in table 6, white students comprise less than ¼ of the student body at 22.29 % of the student population, but the vast majority of faculty applicants were white: 43.9%.

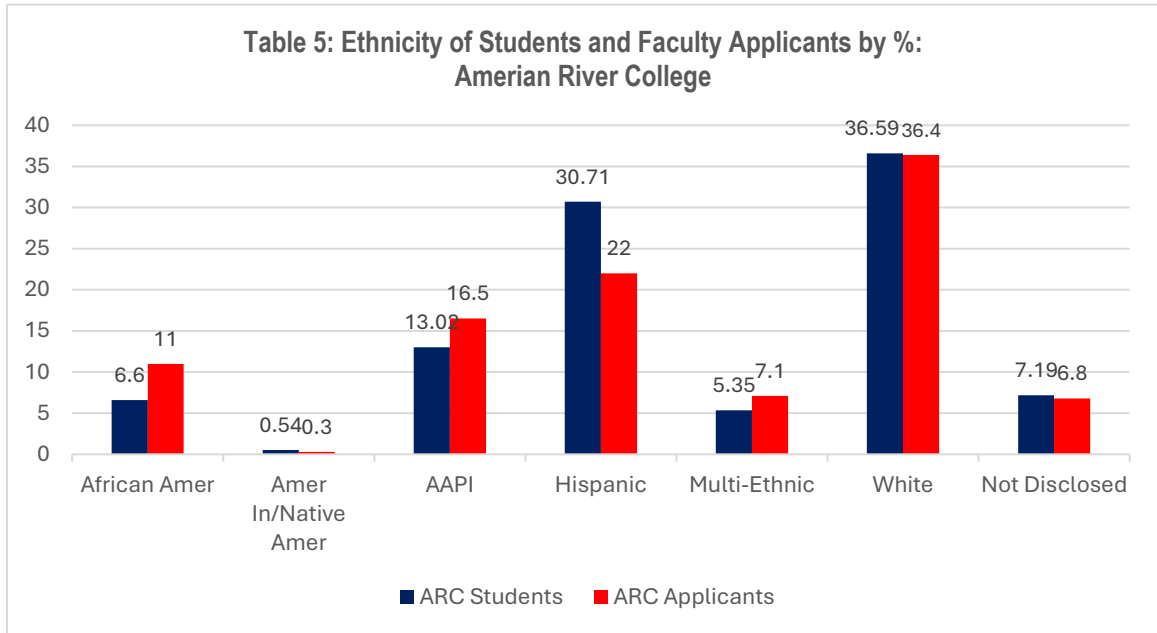
As shown in table 5, faculty applicant underrepresentation at ARC is most notable among those applicants identifying as Hispanic, Native American, and those not disclosing ethnicity. White

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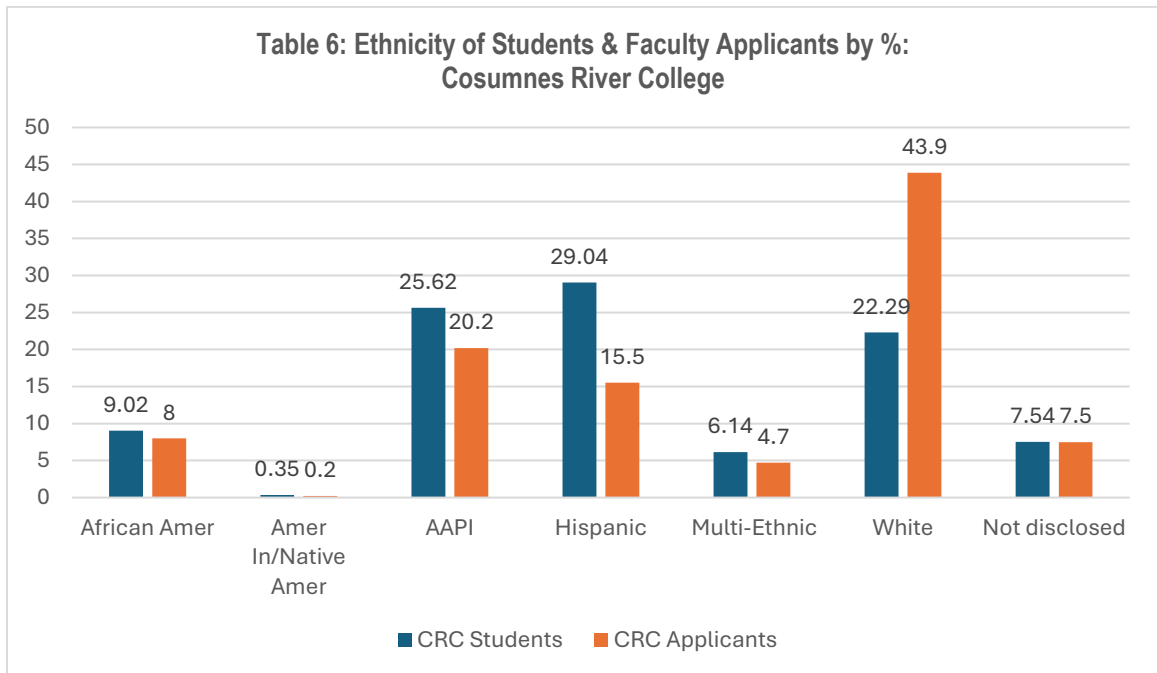
<sup>4</sup> There were three cancelled or failed faculty searches at Sacramento City College.

Appendix B:

applicants are a little more than 1% underrepresented compared to enrolled students at ARC in Spring 2024.

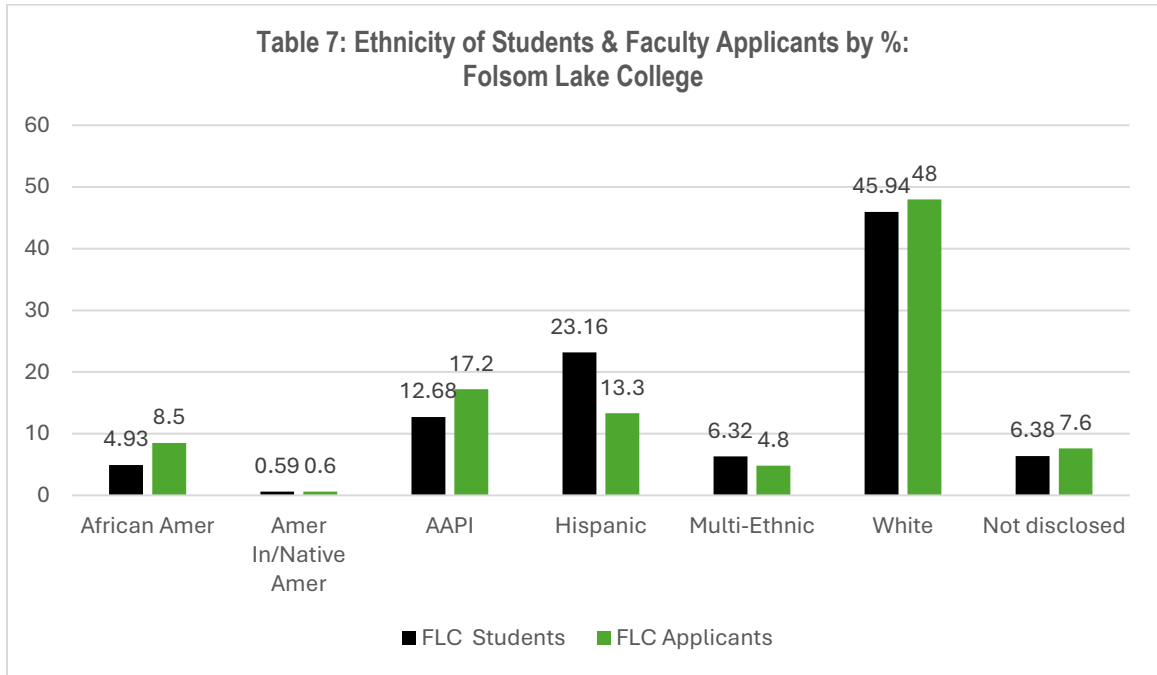


As shown in Table 6, faculty applicant underrepresentation at CRC exists for all reported ethnicities except for White. Underrepresentative also does not exist for applicants who did not disclose ethnicity. White applicants are overrepresented by almost double the percentage of white students in Spring 2024.

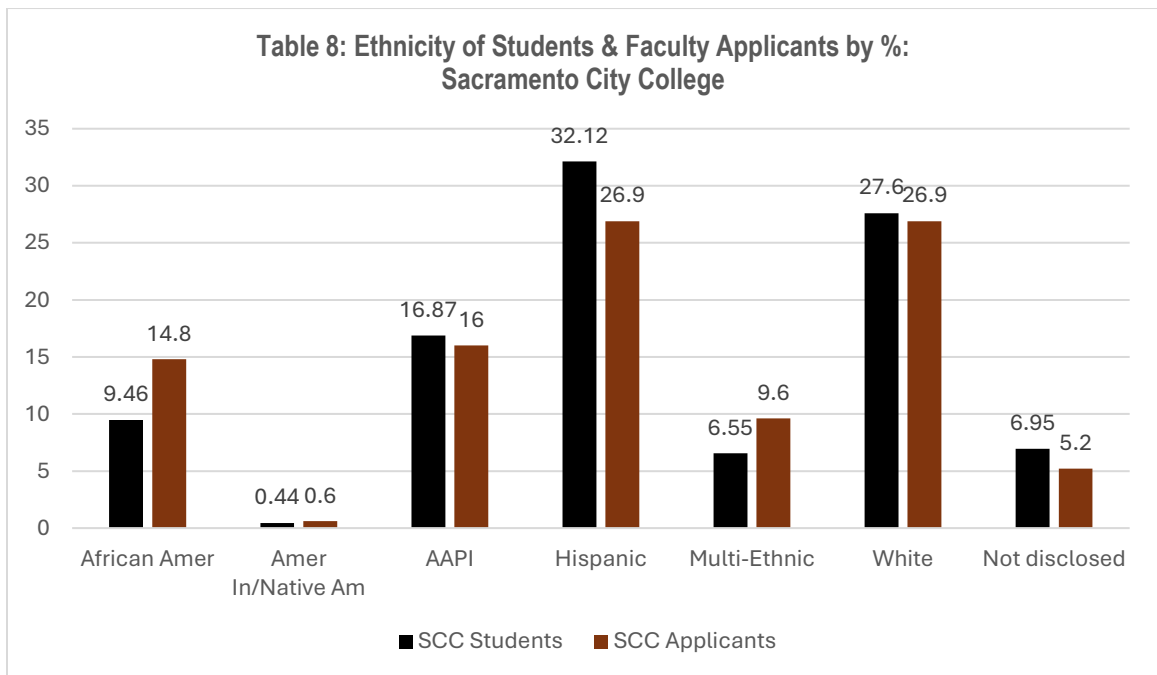


Appendix B:

As shown in Table 7, faculty applicant underrepresentation at FLC is most notable among those applicants identifying as Hispanic and Multi-Ethnic in Spring 2024.



As shown in Table 8, in Spring 2024, faculty applicant underrepresentation at SCC exists for Asian/Pacific Islander, Hispanic, White and applicants not disclosing ethnicity.

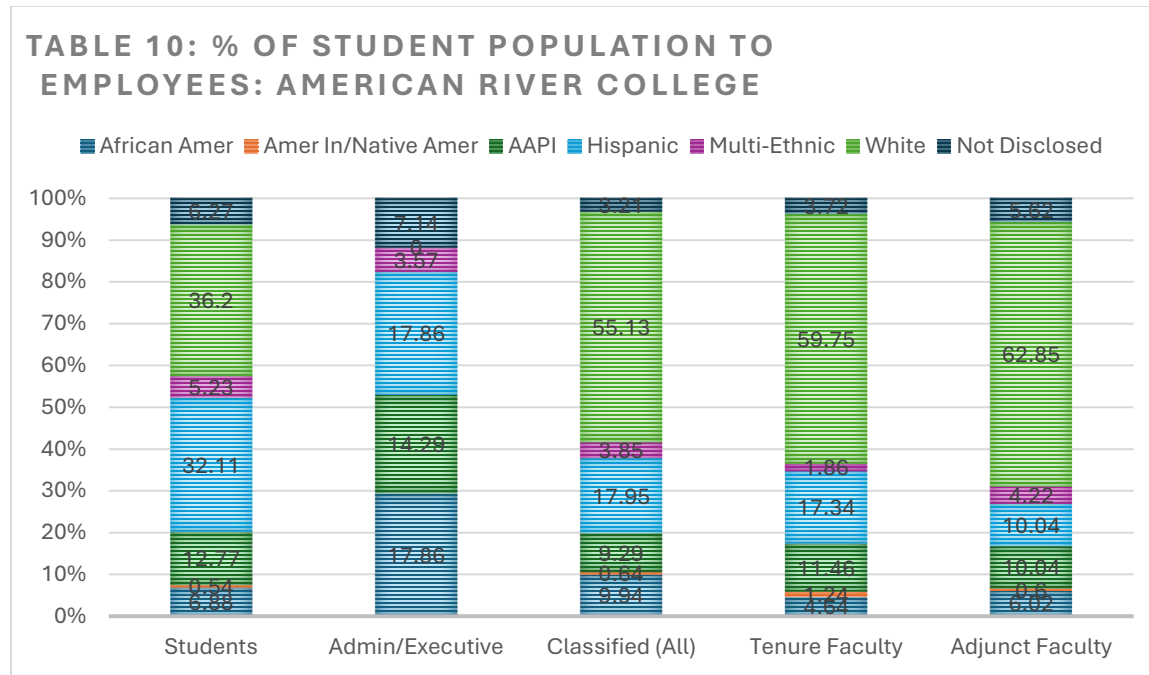




Appendix B:

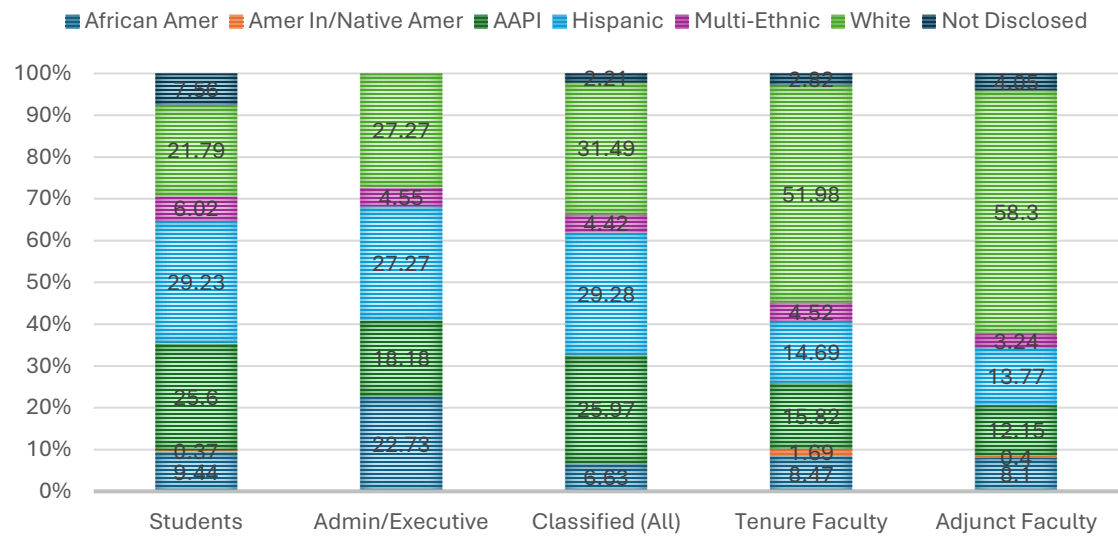
➤ *How Diverse are the Four Colleges?*

To demonstrate where underrepresentation exists within employee ranks, (administrative/executive, all classified, tenure/tenure-track faculty, adjunct faculty), tables 10 - 13 compare ethnic/race demographic data for students compared to employees at the four Los Rios Colleges in Fall 2023.

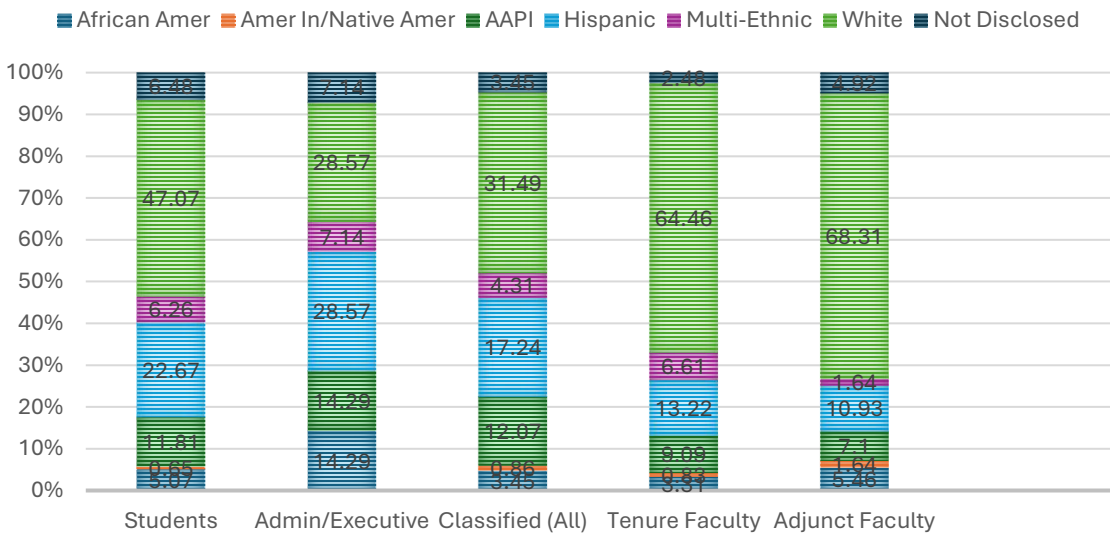


Appendix B:

**TABLE 11: % OF STUDENT POPULATION TO EMPLOYEES: COSUMNES RIVER COLLEGE**

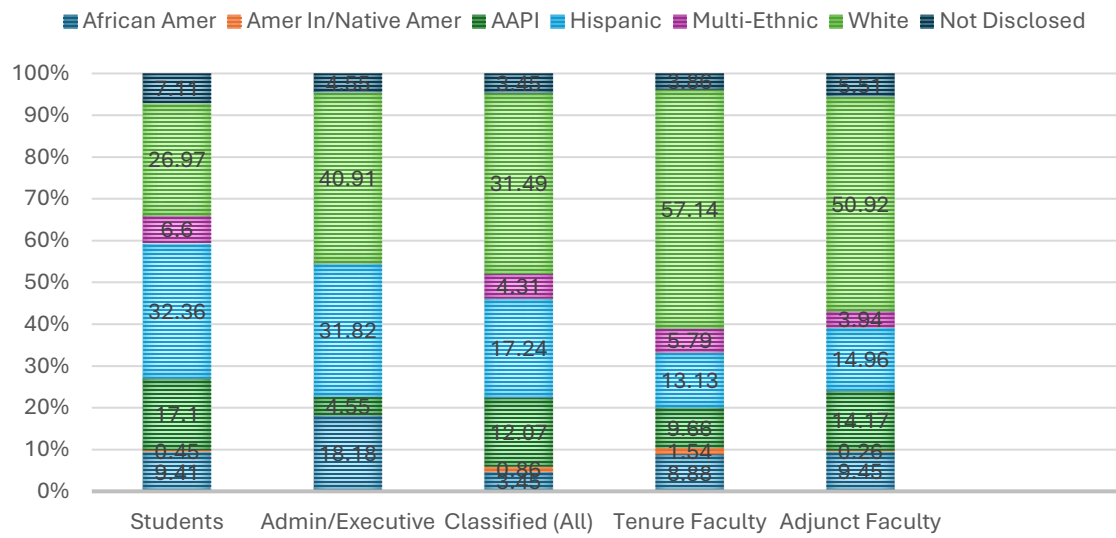


**TABLE 12: PERCENT OF STUDENT POPULATION TO EMPLOYEES: FOLSOM LAKE COLLEGE**



Appendix B:

**TABLE 13: % OF STUDENT POPULATION TO EMPLOYEES: SACRAMENTO CITY COLLEGE**



Employee Job Category by GENDER	Female		Male		Non-binary		Unknown/Blank		Total	
	#	%	#	%	#	%	#	%	#	%
Executive, Admin., Managerial	62	49.21%	64	50.79%	0	0.00%	0	0.00%	126	100.00%
Academic, Tenured/Tenure -Track	523	55.76%	415	44.24%	0	0.00%	0	0.00%	938	100.00%
Academic, Temporary	683	54.60%	567	45.32%	1	0.08%	0	0.00%	1251	100.00%
Professional (Non-Faculty)	43	46.74%	49	53.26%	0	0.00%	0	0.00%	92	100.00%
Clerical/Secretarial	328	81.39%	75	18.61%	0	0.00%	0	0.00%	403	100.00%
Technical/Paraprofessional	211	56.57%	162	43.43%	0	0.00%	0	0.00%	373	100.00%
Skilled Crafts	0	0.00%	42	100.00%	0	0.00%	0	0.00%	42	100.00%
Service/Maintenance	32	20.92%	121	79.08%	0	0.00%	0	0.00%	153	100.00%

Employee Job Category by RACE	American Indian		Asian		Black		Hispanic		Pacific Islander		Two or More		Unknown		White		Total	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Executive, Admin., Managerial	0	0.00%	17	13.49%	19	15.08%	31	24.60%	0	0.00%	8	6.35%	2	1.59%	49	38.89%	126	100.00%
Academic, Tenured/Tenure -Track	11	1.17%	103	10.98%	70	7.46%	129	13.75%	4	0.43%	37	3.94%	36	3.84%	548	58.42%	938	100.00%
Academic, Temporary	7	0.56%	126	10.07%	76	6.08%	148	11.83%	3	0.24%	55	4.40%	70	5.60%	766	61.23%	1251	100.00%
Professional (Non-Faculty)	0	0.00%	23	25.00%	5	5.43%	6	6.52%	0	0.00%	1	1.09%	1	1.09%	56	60.87%	92	100.00%
Clerical/Secretarial	4	0.99%	61	15.14%	37	9.18%	87	21.59%	2	0.50%	15	3.72%	5	1.24%	192	47.64%	403	100.00%
Technical/Paraprofessional	0	0.00%	55	14.75%	21	5.63%	69	18.50%	2	0.54%	22	5.90%	11	2.95%	193	51.74%	373	100.00%
Skilled Crafts	1	2.38%	4	9.52%	0	0.00%	8	19.05%	0	0.00%	2	4.76%	3	7.14%	24	57.14%	42	100.00%
Service/Maintenance	2	1.31%	15	9.80%	19	12.42%	30	19.61%	1	0.65%	6	3.92%	5	3.27%	75	49.02%	153	100.00%

Employee Job Category by Disability Status	Disability Status				Total	
	Yes		No			
	#	%	#	%	#	%
Executive, Admin., Managerial	1	0.79%	125	99.21%	126	100.00%
Academic, Tenured/Tenure -Track	31	3.36%	891	96.64%	922	100.00%
Academic, Temporary	35	2.80%	1216	97.20%	1251	100.00%
Professional (Non-Faculty)	0	0.00%	92	100.00%	92	100.00%
Clerical/Sercretarial	12	2.98%	391	97.02%	403	100.00%
Technical/Paraprofessional	17	4.56%	356	95.44%	373	100.00%
Skilled Crafts	0	0.00%	42	100.00%	42	100.00%
Service/Maintenance	3	1.96%	150	98.04%	153	100.00%

Applicant Job Category by GENDER	Female		Male		Non-binary		Unknown/Blank		Total	
	#	%	#	%	#	%	#	%	#	%
Executive, Admin., Managerial	83	45.60%	90	49.45%	0	0.00%	9	4.95%	182	100.00%
Academic, Tenured/Tenure -Track	130	50.58%	119	46.30%	2	0.78%	6	2.33%	257	100.00%
Academic, Temporary*										
Professional (Non-Faculty)	40	43.48%	52	56.52%	0	0.00%	3	3.26%	92	100.00%
Clerical/Serretarial	1492	67.06%	648	29.12%	47	2.11%	38	1.71%	2225	100.00%
Technical/Paraprofessional	74	40.66%	98	53.85%	4	2.20%	6	3.30%	182	100.00%
Skilled Crafts	0	0.00%	5	100.00%	0	0.00%	0	0.00%	5	100.00%
Service/Maintenance	48	23.60%	111	75.47%	2	0.09%	1	0.00%	162	100.00%

\*Gender statistics for Academic, Temporary are not available.

Applicant Job Category by RACE	American Indian		Asian		Black		Hispanic		Pacific Islander		Two or More		Unknown		White		Total	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Executive, Admin., Managerial	2	1.10%	22	12.09%	31	17.03%	31	17.03%	0	0.00%	13	7.14%	14	7.69%	69	37.91%	182	100.00%
Academic, Tenured/Tenure -Track	0	0.00%	25	9.72%	18	7.00%	72	28.02%	0	0.00%	16	6.23%	15	5.84%	111	43.19%	257	100.00%
Academic, Temporary*																		
Professional (Non-Faculty)	0	0.00%	32	34.78%	4	4.34%	17	18.48%	0	0.00%	8	8.70%	6	6.50%	25	27.17%	92	100.00%
Clerical/Secretarial	10	0.45%	358	16.08%	254	11.41%	751	33.75%	0	0.00%	125	5.62%	142	6.38%	585	26.29%	2225	100.00%
Technical/Paraprofessional	1	0.55%	45	24.73%	9	4.95%	35	19.23%	0	0.00%	7	3.85%	15	8.24%	70	38.46%	182	100.00%
Skilled Crafts	0	0.00%	0	0.00%	0	0.00%	1	20.00%	0	0.00%	0	0.00%	0	0.00%	4	80.00%	5	100.00%
Service/Maintenance	0	0.00%	18	16.98%	21	19.81%	26	24.52%	0	0.00%	10	9.43%	2	1.89%	29	27.36%	106	100.00%

\*Statistics on race/ethnicity for Academic, Temporary are not available.



Applicant Job Category by Disability Status*	Disability Status				Total	
	Yes		No		#	%
	#	%	#	%		
Executive, Admin., Managerial					0	
Academic, Tenured/Tenure -Track					0	
Academic, Temporary					0	
Professional (Non-Faculty)					0	
Clerical/Sercretarial					0	
Technical/Paraprofessional					0	
Skilled Crafts					0	
Service/Maintenance					0	

\*This table is empty because for the 2021-2022 year while the application for employment did ask applicants to voluntarily disclose if they had a disability, that data was not tabulated or recorded. Not tabulating or recording data on disability status of applicants occurred out of an abundance of caution so that information would not inappropriately be used. However, the District does need to have a mechanism to know when that data should be used to facilitate any accessibility concerns of applicants and those applicants who are hired.

Employee Job Category by GENDER	Female		Male		Non-binary		Unknown/Blank		Total	
	#	%	#	%	#	%	#	%	#	%
Executive, Admin., Managerial	63	50.00%	62	49.21%	1	0.79%	0	0.00%	126	100.00%
Academic, Tenured/Tenure -Track	510	55.31%	412	44.69%	0	0.00%	0	0.00%	922	100.00%
Academic, Temporary	642	54.45%	535	45.38%	2	0.17%	0	0.00%	1179	100.00%
Professional (Non-Faculty)	46	48.42%	49	51.58%	0	0.00%	0	0.00%	95	100.00%
Clerical/Secretarial	337	81.01%	79	18.99%	0	0.00%	0	0.00%	416	100.00%
Technical/Paraprofessional	211	58.13%	152	41.87%	0	0.00%	0	0.00%	363	100.00%
Skilled Crafts	0	0.00%	41	100.00%	0	0.00%	0	0.00%	41	100.00%
Service/Maintenance	30	18.87%	129	81.13%	0	0.00%	0	0.00%	159	100.00%

Employee Job Category by RACE	American Indian		Asian		Black		Hispanic		Pacific Islander		Two or More		Unknown		White		Total	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Executive, Admin., Managerial	0	0.00%	18	14.29%	18	14.29%	31	24.60%	0	0.00%	6	4.76%	5	3.97%	48	38.10%	126	100.00%
Academic, Tenured/Tenure -Track	11	1.19%	103	11.17%	63	6.83%	131	14.21%	3	0.33%	39	4.23%	33	3.58%	539	58.46%	922	100.00%
Academic, Temporary	8	0.68%	123	10.43%	74	6.28%	125	10.60%	4	0.34%	51	4.33%	67	5.68%	727	61.66%	1179	100.00%
Professional (Non-Faculty)	0	0.00%	23	24.21%	6	6.32%	7	7.37%	0	0.00%	1	1.05%	1	1.05%	57	60.00%	95	100.00%
Clerical/Secretarial	4	0.96%	65	15.63%	39	9.38%	96	23.08%	3	0.72%	16	3.85%	6	1.44%	187	44.95%	416	100.00%
Technical/Paraprofessional	0	0.00%	56	15.43%	21	5.79%	70	19.28%	1	0.28%	19	5.23%	11	3.03%	185	50.96%	363	100.00%
Skilled Crafts	1	2.44%	4	9.76%	1	2.44%	7	17.07%	0	0.00%	2	4.88%	4	9.76%	22	53.66%	41	100.00%
Service/Maintenance	2	1.26%	17	10.69%	23	14.47%	33	20.75%	0	0.00%	7	4.40%	5	3.14%	72	45.28%	159	100.00%

Employee Job Category by Disability Status	Disability Status				Total	
	Yes		No		#	%
	#	%	#	%		
Executive, Admin., Managerial	1	0.79%	125	99.21%	126	100.00%
Academic, Tenured/Tenure -Track	31	3.36%	891	96.64%	922	100.00%
Academic, Temporary	38	3.22%	1141	96.78%	1179	100.00%
Professional (Non-Faculty)	0	0.00%	92	100.00%	92	100.00%
Clerical/Sercretarial	12	2.99%	390	97.01%	402	100.00%
Technical/Paraprofessional	15	4.13%	348	95.87%	363	100.00%
Skilled Crafts	0	0.00%	41	100.00%	41	100.00%
Service/Maintenance	2	1.26%	157	98.74%	159	100.00%

Applicant Job Category by GENDER	Female		Male		Non-binary		Unknown/Blank		Total	
	#	%	#	%	#	%	#	%	#	%
Executive, Admin., Managerial	213	53.65%	174	48.83%	0	0.00%	10	2.52%	397	100.00%
Academic, Tenured/Tenure -Track	124	52.77%	105	44.68%	2	0.85%	4	1.70%	235	100.00%
Academic, Temporary	25	64.10%	14	35.90%	0	0.00%	0	0.00%	39	100.00%
Professional (Non-Faculty)	21	35.00%	38	63.33%	0	0.00%	1	1.67%	60	100.00%
Clerical/Secretarial	359	67.43%	148	28.52%	5	0.96%	7	1.35%	519	100.00%
Technical/Paraprofessional	104	47.93%	106	48.85%	0	0.00%	1	0.46%	217	100.00%
Skilled Crafts	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Service/Maintenance	16	32.00%	34	68.00%	0	0.00%	0	0.00%	50	100.00%

Applicant Job Category by RACE	American Indian		Asian		Black		Hispanic		Pacific Islander		Two or More		Unknown		White		Total	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Executive, Admin., Managerial	1	0.25%	52	13.10%	80	20.15%	59	14.86%	0	0.00%	20	5.04%	33	8.31%	152	38.29%	397	100.00%
Academic, Tenured/Tenure -Track	1	0.43%	36	15.32%	35	14.89%	52	22.13%	7	2.98%	28	11.91%	13	5.53%	63	26.81%	235	100.00%
Academic, Temporary	0	0.00%	14	35.90%	5	12.82%	8	20.51%	0	0.00%	0	0.00%	4	10.26%	8	20.51%	39	100.00%
Professional (Non-Faculty)	0	0.00%	17	28.33%	11	18.33%	9	15.00%	0	0.00%	5	8.33%	2	3.33%	16	26.67%	60	100.00%
Clerical/Sercretarial	1	0.19%	85	16.38%	61	11.75%	158	30.44%	0	0.00%	38	7.32%	41	7.90%	135	26.01%	519	100.00%
Technical/Paraprofessional	4	1.84%	28	12.90%	31	14.29%	57	26.27%	0	0.00%	18	8.29%	15	6.91%	64	29.49%	217	100.00%
Skilled Crafts	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Service/Maintenance	1	2.00%	6	12.00%	10	20.00%	24	48.00%	0	0.00%	4	8.00%	0	0.00%	5	10.00%	50	100.00%

Applicant Job Category by Disability Status*	Disability Status				Total	
	Yes		No		#	%
	#	%	#	%		
Executive, Admin., Managerial					0	
Academic, Tenured/Tenure -Track					0	
Academic, Temporary					0	
Professional (Non-Faculty)					0	
Clerical/Secretarial					0	
Technical/Paraprofessional					0	
Skilled Crafts					0	
Service/Maintenance					0	

\*This table is empty because for the 2022-2023 year while the application for employment did ask applicants to voluntarily disclose if they had a disability, that data was not tabulated or recorded. Not tabulating or recording data on disability status of applicants occurred out of an abundance of caution so that information would not inappropriately be used. However, the District does need to have a mechanism to know when that data should be used to facilitate any accessibility concerns of applicants and those applicants who are hired. The table will serve as a template to tabulate and record voluntary disability status disclosure of applicants in the future.

Employee Job Category by GENDER	Female		Male		Non-binary		Unknown/Blank		Total	
	#	%	#	%	#	%	#	%	#	%
Executive, Admin., Managerial	67	52.34%	60	46.88%	1	0.78%	0	0.00%	128	100.00%
Academic, Tenured/Tenure -Track	479	54.43%	401	45.57%	0	0.00%	0	0.00%	880	100.00%
Academic, Temporary	713	54.47%	589	45.00%	7	0.53%	0	0.00%	1309	100.00%
Professional (Non-Faculty)	51	49.51%	52	50.49%	0	0.00%	0	0.00%	103	100.00%
Clerical/Secretarial	332	81.37%	75	18.38%	1	0.25%	0	0.00%	408	100.00%
Technical/Paraprofessional	229	59.33%	157	40.67%	0	0.00%	0	0.00%	386	100.00%
Skilled Crafts	43	100.00%	0	0.00%	0	0.00%	0	0.00%	43	100.00%
Service/Maintenance	31	18.79%	134	81.21%	0	0.00%	0	0.00%	165	100.00%



Employee Job Category by RACE	American Indian		Asian		Black		Hispanic		Pacific Islander		Two or More		Unknown		White		Total	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Executive, Admin., Managerial	0	0.00%	17	13.28%	20	15.63%	31	24.22%	0	0.00%	5	3.91%	5	3.91%	50	39.06%	128	100.00%
Academic, Tenured/Tenure -Track	12	1.36%	99	11.25%	57	6.48%	129	14.66%	2	0.23%	40	4.55%	30	3.41%	511	58.07%	880	100.00%
Academic, Temporary	8	0.61%	147	11.23%	96	7.33%	159	12.15%	6	0.46%	49	3.74%	68	5.19%	776	59.28%	1309	100.00%
Professional (Non-Faculty)	0	0.00%	28	27.18%	5	4.85%	8	7.77%	0	0.00%	1	0.97%	1	0.97%	60	58.25%	103	100.00%
Clerical/Secretarial	4	0.98%	66	16.18%	40	9.80%	99	24.26%	2	0.49%	18	4.41%	5	1.23%	174	42.65%	408	100.00%
Technical/Paraprofessional	0	0.00%	59	15.28%	27	6.99%	90	23.32%	0	0.00%	18	4.66%	12	3.11%	180	46.63%	386	100.00%
Skilled Crafts	1	2.33%	4	9.30%	1	2.33%	7	16.28%	0	0.00%	2	4.65%	5	11.63%	23	53.49%	43	100.00%
Service/Maintenance	2	1.21%	18	10.91%	22	13.33%	35	21.21%	0	0.00%	8	4.85%	9	5.45%	71	43.03%	165	100.00%

Employee Job Category by Disability Status	Disability Status				Total	
	Yes		No		#	%
	#	%	#	%		
Executive, Admin., Managerial	2	1.56%	126	98.44%	128	100.00%
Academic, Tenured/Tenure -Track	29	3.30%	851	96.70%	880	100.00%
Academic, Temporary	48	3.67%	1261	96.33%	1309	100.00%
Professional (Non-Faculty)	1	0.97%	102	99.03%	103	100.00%
Clerical/Sercretarial	16	3.92%	392	96.08%	408	100.00%
Technical/Paraprofessional	18	4.66%	368	95.34%	386	100.00%
Skilled Crafts	1	2.33%	42	97.67%	43	100.00%
Service/Maintenance	2	1.21%	163	98.79%	165	100.00%

Applicant Job Category by GENDER	Female		Male		Non-binary		Unknown/Blank		Total	
	#	%	#	%	#	%	#	%	#	%
Executive, Admin., Managerial	644	49.61%	574	44.22%	41	3.16%	0	0.00%	1298	100.00%
Academic, Tenured/Tenure -Track	683	46.34%	724	49.12%	40	2.71%	27	1.83%	1474	100.00%
Academic, Temporary*										
Professional (Non-Faculty)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Clerical/Secretarial	967	65.09%	449	30.20%	49	3.30%	21	1.41%	1486	100.00%
Technical/Paraprofessional	142	47.10%	129	42.86%	14	4.65%	6	1.99%	301	100.00%
Skilled Crafts	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Service/Maintenance	3	37.50%	5	62.50%	0	0.00%	0	0.00%	8	100.00%

\*Gender statistics for Academic, Temporary are not available.

Applicant Job Category by RACE	American Indian		Asian		Black		Hispanic		Pacific Islander		Two or More		Unknown		White		Total	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Executive, Admin., Managerial	24	1.85%	137	10.55%	259	19.95%	204	15.72%	0	0.00%	136	10.48%	125	9.63%	413	31.82%	1298	100.00%
Academic, Tenured/Tenure -Track	6	0.41%	261	17.71%	152	10.31%	281	19.06%	0	0.00%	94	6.38%	101	6.85%	570	38.67%	1474	100.00%
Academic, Temporary*																		
Professional (Non-Faculty)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Clerical/Secretarial	7	0.47%	321	21.60%	128	8.61%	420	28.26%	0	0.00%	115	7.74%	72	4.85%	423	28.40%	1486	100.00%
Technical/Paraprofessional	9	2.99%	97	32.23%	13	4.32%	110	36.54%	0	0.00%	31	10.30%	29	9.63%	112	37.21%	301	100.00%
Skilled Crafts	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Service/Maintenance	0	0.00%	2	25.00%	0	0.00%	2	25.00%	0	0.00%	1	12.50%	0	0.00%	3	37.50%	8	100.00%

\*Race/ethnicity statistics for Academic, Temporary are not available.

Applicant Job Category by Disability Status*	Disability Status				Total	
	Yes		No		#	%
	#	%	#	%		
Executive, Admin., Managerial					0	
Academic, Tenured/Tenure -Track					0	
Academic, Temporary					0	
Professional (Non-Faculty)					0	
Clerical/Sercretarial					0	
Technical/Paraprofessional					0	
Skilled Crafts					0	
Service/Maintenance					0	

\*This table is empty because for the 2023-2024 year while the application for employment did ask applicants to voluntarily disclose if they had a disability, that data was not tabulated or recorded. Not tabulating or recording data on disability status of applicants occurred out of an abundance of caution so that information would not inappropriately be used. However, the District does need to have a mechanism to know when that data should be used to facilitate any accessibility concerns of applicants and those applicants who are hired. The table will serve as a template to tabulate and record voluntary disability status disclosure of applicants in the future.

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: September 11, 2024

<b>SUBJECT:</b>	Resolution No. 2024-10: Intention to Approve a Contract Between CalPERS and LRCCD for Participation in the School Safety Members Pension	ATTACHMENT: Yes	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
<b>AGENDA ITEM:</b>	Action Item C	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Mario Rodriguez, Executive Vice Chancellor, Finance and Administration	CONSENT/ROUTINE	
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	Brian King, Chancellor <i>Brian King</i>	ACTION	X
		INFORMATION	

**BACKGROUND:**

In July 2021, SEIU expressed an interest in exploring School Safety Member retirement for our Officers and initial inquiries were made to CalPERS. In 2022, the desire to add safety pension to Los Rios Supervisors Association (LRSA) and Management positions was expressed and the inquiry to CalPERS was expanded to include all Los Rios Police Department (LRPD) positions. Job descriptions were sent to CalPERS for review to determine eligibility. Through interactions with CalPERS and the bargaining units, the job descriptions were modified where needed, and all but the Chief of Police job description was deemed eligible to qualify in the School Safety Members pension.

**STATUS:**

Communications continued with CalPERS and valuations were ordered and completed to determine the cost for such a change. In August 2024, the District received the specific steps required to put such a change up for vote to the employees. The first step of this process is the passing of a Resolution by the Board of Trustees for the intent to approve a contract with CalPERS. If the Board approves the attached resolution, an election will be required to permit the employees proposed to be included in this system to express by secret ballot their approval or disapproval of the retirement proposal. The contract shall not be approved if a majority of the affected members vote to disapprove of the proposed plan.

The estimated rates if the new plan is approved is as follows:

	Member Rate	Employer Rate
Classic School Safety Members	15.00%	15.44%
New School Safety Members	14.50%	14.72%

A summary of major provisions is also attached to this agenda.

The future annual costs, as determined by the CalPERS for the increase or change in retirement benefits are estimated to be \$287,944 if all positions are filled.

**RECOMMENDATION:**

It is recommended that the Board of Trustees approve the attached Resolution No. 2024-10, Intention to Approve a Contract between CalPERS and LRCCD for participation in the School Safety Members Pension.

# LOS RIOS COMMUNITY COLLEGE DISTRICT

American River ▪ Cosumnes River ▪ Folsom Lake ▪ Sacramento City Colleges

## RESOLUTION

№ 2024-10

### INTENTION TO APPROVE A CONTRACT BETWEEN CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM AND LOS RIOS COMMUNITY COLLEGE DISTRICT FOR PARTICIPATION IN THE SCHOOLS SAFETY MEMBERS PENSION

**WHEREAS**, the Public Employees' Retirement Law permits the participation of public agencies in the Public Employees' Retirement System, making their employees members of said System, and sets forth the procedure by which participation may be accomplished; and

**WHEREAS**, one of the steps required in the procedure is the adoption by the governing body of the public agency of a resolution giving notice of intention to approve a contract for such participation of said agency in the Public Employees' Retirement System, which resolution shall contain a summary of the major provisions of the proposed retirement plan; Now, therefore,

**BE IT RESOLVED** that the governing body of the above agency gives, and it does hereby give notice of intention to approve a contract between said governing body and the Board of Administration of the Public Employees' Retirement System, providing for participation of said agency in said retirement system, a copy of said contract and a copy of the summary of the major provisions of the proposed plan being attached hereto, as an "Exhibit", and by this reference made a part hereof.

**PASSED AND ADOPTED** as Los Rios Community College District Resolution № 2024-10 this eleventh day of September 11, 2024, by the following called vote:

AYES	NOES	ABSENT
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\_\_\_\_\_  
Pam Haynes, Board President

*Attest:*

\_\_\_\_\_  
Brian King  
Chancellor and Secretary to the Board



**RESOLUTION OF INTENTION  
TO APPROVE A CONTRACT  
BETWEEN THE  
BOARD OF ADMINISTRATION  
CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM  
AND THE  
BOARD OF TRUSTEES  
LOS RIOS COMMUNITY COLLEGE DISTRICT**

WHEREAS, the Public Employees' Retirement Law permits the participation of public agencies in the Public Employees' Retirement System, making their employees members of said System, and sets forth the procedure by which participation may be accomplished; and

WHEREAS, one of the steps required in the procedure is the adoption by the governing body of the public agency of a resolution giving notice of intention to approve a contract for such participation of said agency in the Public Employees' Retirement System, which resolution shall contain a summary of the major provisions of the proposed retirement plan;

NOW, THEREFORE, BE IT RESOLVED, that the governing body of the above agency gives, and it does hereby give notice of intention to approve a contract between said governing body and the Board of Administration of the Public Employees' Retirement System, providing for participation of said agency in said retirement system, a copy of said contract and a copy of the summary of the major provisions of the proposed plan being attached hereto, as an "Exhibit", and by this reference made a part hereof.

By: \_\_\_\_\_  
Presiding Officer

\_\_\_\_\_  
Title

\_\_\_\_\_  
Date adopted and approved



## EXHIBIT

California  
Public Employees' Retirement System

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


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# CONTRACT

Between the  
Board of Administration  
California Public Employees' Retirement System  
and the  
Board of Trustee  
Los Rios Community College District

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In consideration of the covenants and agreement hereafter contained and on the part of both parties to be kept and performed, the governing body of above public agency, hereafter referred to as "Public Agency", and the Board of Administration, Public Employees' Retirement System, hereafter referred to as "Board", hereby agree as follows:

1. All words and terms used herein which are defined in the Public Employees' Retirement Law shall have the meaning as defined therein unless otherwise specifically provided. "Normal retirement age" shall mean age 57 for local safety members.
2. Public Agency shall participate in the Public Employees' Retirement System from and after \_\_\_\_\_ making its employees as hereinafter provided, members of said System subject to all provisions of the Public Employees' Retirement Law except such as apply only on election of a contracting agency and are not provided for herein and to all amendments to said Law hereafter enacted except those, which by express provisions thereof, apply only on the election of a contracting agency.

3. Public Agency agrees to indemnify, defend and hold harmless the Public Employees' Retirement System and its trustees, agents and employees, the Public Employees' Retirement System Board of Administration, and the Public Employees' Retirement System Fund from any claims, demands, actions, losses, liabilities, damages, judgments, expenses and costs, including but not limited to interest, penalties and attorney fees that may arise as a result of any of the following:
  - (a) Public Agency's election to provide retirement benefits, provisions or formulas under this Contract that are different than the retirement benefits, provisions or formulas provided under the Public Agency's prior non- Public Employees' Retirement System retirement program.
  - (b) Any dispute, disagreement, claim, or proceeding (including without limitation arbitration, administrative hearing, or litigation) between Public Agency and its employees (or their representatives) which relates to Public Agency's election to amend this Contract to provide retirement benefits, provisions or formulas that are different than such employees' existing retirement benefits, provisions or formulas.
  - (c) Public Agency's agreement with a third party other than CalPERS to provide retirement benefits, provisions, or formulas that are different than the retirement benefits, provisions or formulas provided under this Contract and provided for under the Public Employees' Retirement Law.
4. Employees of Public Agency in the following classes shall become members of said Retirement System except such in each such class as are excluded by law or this agreement:
  - a. School Safety Members (herein referred to as local safety members).
5. Any exclusion(s) shall remain in effect until such time as the Public Employees' Retirement System determines that continuing said exclusion(s) would risk a finding of non-compliance with any federal tax laws or regulations. If such a determination is contemplated, the Public Employees' Retirement System will meet with the Public Agency to discuss the matter and coordinate any required changes or amendments to the contract.

In addition to the classes of employees excluded from membership by said Retirement Law, the following classes of employees shall not become members of said Retirement System:

- a. **MISCELLANEOUS MEMBERS.**

6. The percentage of final compensation to be provided for local safety members for each year of credited prior service is 0% and the percentage of final compensation to be provided for each year of credited current service is 100% and determined in accordance with Section 7522.25(d) of said Retirement Law (2.7% at age 57 Supplemental to Federal Social Security).
7. Public Agency elected and elects to be subject to the following optional provisions:
  - a. Section 20444 ("School Safety Member" shall include any officer or employee of a school district or community college district as described in Government Code Section 20444).
  - b. Section 20042 (One-Year Final Compensation) for classic members only.
8. Public Agency shall contribute to said Retirement System the contributions determined by actuarial valuations of prior and future service liability with respect to local safety members of said Retirement System.
9. Public Agency shall also contribute to said Retirement System as follows:
  - a. A reasonable amount, as fixed by the Board, payable in one installment within 60 days of date of contract to cover the costs of administering said System as it affects the employees of Public Agency, not including the costs of special valuations or of the periodic investigation and valuations required by law.
  - b. A reasonable amount, as fixed by the Board, payable in one installment as the occasions arise, to cover the costs of special valuations on account of employees of Public Agency, and costs of the periodic investigation and valuations required by law.
10. Contributions required of Public Agency and its employees shall be subject to adjustment by Board on account of amendments to the Public Employees' Retirement Law, and on account of the experience under the Retirement System as determined by the periodic investigation and valuation required by said Retirement Law.

11. Contributions required of Public Agency and its employees shall be paid by Public Agency to the Retirement System within fifteen days after the end of the period to which said contributions refer or as may be prescribed by Board regulation. If more or less than the correct amount of contributions is paid for any period, proper adjustment shall be made in connection with subsequent remittances. Adjustments on account of errors in contributions required of any employee may be made by direct payments between the employee and the Board.

BOARD OF ADMINISTRATION  
PUBLIC EMPLOYEES' RETIREMENT SYSTEM

BOARD OF TRUSTEES  
LOS RIOS COMMUNITY COLLEGE  
DISTRICT

BY \_\_\_\_\_  
MELODY BENAVIDES, CHIEF  
PENSION CONTRACTS AND PREFUNDING  
PROGRAMS DIVISION  
PUBLIC EMPLOYEES' RETIREMENT SYSTEM

BY \_\_\_\_\_  
PRESIDING OFFICER

\_\_\_\_\_  
Witness Date

Attest:

\_\_\_\_\_  
Clerk



California Public Employees' Retirement System  
Financial Office | Pension Contracts and Prefunding Programs Division  
P.O. Box 942703, Sacramento, CA 94229-2703  
888 CalPERS (or 888-225-7377) | TTY: (877) 249-7442 | [www.calpers.ca.gov](http://www.calpers.ca.gov)

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## SUMMARY OF MAJOR PROVISIONS

LOCAL SAFETY MEMBERS: 2.7% @ 57 Formula (Section 7522.25(d))

### Service Retirement

To be eligible for service retirement, a member must be at least age 50 and have five years of CalPERS credited service.

The monthly retirement allowance is determined by age at retirement, years of service credit and final compensation. The basic benefit is 2.7% of final compensation for each year of credited service upon retirement at age 57. If retirement is earlier than age 57, the percentage of final compensation decreases for each quarter year of attained age to 2.0% at age 50.

Final compensation is the average monthly pay rate during the last consecutive 36 months of employment, or 12 months if provided by the employer's contract, unless the member designates a different period of 36 or 12 consecutive months when the average pay rate was higher. Certain items of special compensation earned during your final compensation period will be included in your final compensation, in accordance with Board regulations.

### Disability Retirement

Members substantially incapacitated from performing the usual duties for the position for his/her current employer would be eligible for disability retirement provided they have at least five years of service credit. The monthly retirement allowance is 1.8% of final compensation for each year of service. The maximum percentage for members who have between 10.000 and 18.518 years of service credit is one-third of their final compensation. If the member is eligible for service retirement the member will receive the highest allowance payable, service or disability. If provided by the employer's contract, the benefit would be a minimum of 30% of final compensation for the first five years of service credit, plus 1% for each additional year of service to a maximum benefit of 50% of final compensation.

## Industrial Disability Retirement

Members permanently incapacitated from performing their duties, as defined above under Disability Retirement, and the disability is a result of a job-related injury or illness may receive an Industrial Disability Retirement benefit equal to 50% of their final compensation. If provided in the employer's contract and the member is totally disabled, the disability retirement allowance would equal 75% of final compensation in lieu of the disability retirement allowance otherwise provided. If the member is eligible for service retirement, the service retirement allowance is payable. The total allowance cannot exceed 90% of final compensation.

## Pre-Retirement Death Benefits

### Basic Death Benefit

This benefit is a refund of the member's contributions plus interest and up to six months' pay (one month's salary rate for each year of current service to a maximum of six months).

### 1957 Survivor Benefit

An eligible beneficiary may elect to receive either the Basic Death Benefit or the 1957 Survivor Benefit. The 1957 Survivor Benefit provides a monthly allowance equal to one-half of the highest service retirement allowance the member would have received had he/she retired on the date of death. The 1957 Survivor Benefit is payable to the surviving spouse or registered domestic partner until death or to eligible unmarried children until age 18.

### 1959 Survivor Benefit

This benefit applies if it is provided by the employer's contract and the employer has not entered into a voluntary 218 Agreement with the Internal Revenue Service. If provided by the employer's contract and the member is not covered under social security.) A surviving spouse or registered domestic partner and eligible children may receive a monthly allowance as determine by the level of coverage. This benefit is payable in addition to the Basic Death Benefit or 1957 Survivor Benefit. Children are eligible if under age 22 and unmarried.

### Pre-Retirement Option 2W Death Benefit

This benefit is applicable when provided by the employer's contract. The spouse or registered domestic partner of a deceased member, who was eligible to retire for service at the time of death, may to elect to receive the Pre-Retirement Option 2W Death Benefit in lieu of the lump sum Basic Death Benefit. The benefit is a monthly allowance equal to the amount the member would have received if he/she had retired for service on the date of death and elected Option 2W, the highest monthly allowance a member can leave a spouse or registered domestic partner.

## Special Death Benefit

A surviving spouse registered domestic partner, or eligible children or stepchildren may receive a monthly allowance equal to one-half of the final compensation. If the cause of death is due to external violence or physical force while on the job, and there are eligible surviving children in addition to a spouse or registered domestic partner, the allowance may be increased to a maximum of 75%.

## Cost-of-Living Adjustments

The cost-of-living allowance increases are limited to a maximum of 2% compounded annually unless the employer's contract provides a 3, 4, or 5% increase.

## Death After Retirement

The lump sum death benefit is \$2000 (or \$3,000, \$4,000 or \$5,000 if provided by the employer's contract) regardless of the retirement plan chosen by the member at the time of retirement.

## Termination of Employment

Members who have separated from employment may elect to leave their contributions on deposit or request a refund of contributions and interest. Those who leave their contributions on deposit may apply at a later date for a monthly retirement allowance if the minimum service and age requirements are met. Members who request a refund of their contributions terminate their membership and are not eligible for any future benefits unless they return to CalPERS membership.

## Employee Contributions

Local safety members covered by the 2.7% @ 57 formula, shall have a contribution rate of 50 percent of the present value of projected benefits under the defined benefit that is attributable to the current year of service, or "normal cost," as determined by CalPERS' Actuarial Office.

**NOTE:** Should prior service be included in the contract, the employer bears the entire cost associated with the benefit for service earned prior to the effective contract date for the designated period stated in the contract.

All employer contribution rates are subject to adjustment by the CalPERS Board of Administration.



# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: September 11, 2024

<b>SUBJECT:</b>	Citizens' Bond Oversight Committee Annual Report 2023-24	ATTACHMENT: Yes	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
<b>AGENDA ITEM:</b>	Information Item A	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Mario Rodriguez, Executive <sup>Chair</sup> Vice Chancellor, Finance and Administration	CONSENT/ROUTINE	<input type="checkbox"/>
		FIRST READING	<input type="checkbox"/>
<b>APPROVED FOR CONSIDERATION:</b>	Brian King, Chancellor <sup>Brian King</sup>	ACTION	<input type="checkbox"/>
		INFORMATION	<input checked="" type="checkbox"/>

**BACKGROUND:**

In November 2008, the electorate approved Measure M in the amount of \$475 million. The election was 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 twenty-second full year of operation on June 30, 2024. Consistent with the Oversight Committee Bylaws and state statutes, it is appropriate to present the Committee's Annual Report for the 2022-23 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 2023-24 Annual Report from the Citizens' Bond Oversight Committee.

# Citizens' Bond Oversight Committee

## Los Rios Community College District

### 2023-24 Annual Report



Tech Ed Modernization, American River College



Natomas Center Phase 2 and 3, American River College



Science 2.1, Folsom Lake College

American River College  
Folsom Lake College

Cosumnes River College  
Sacramento City College

# Introduction

Measure M, a \$475 million authorization, was approved by the voters on November 4, 2008. The proceeds are to be used for construction of new facilities and modernization of existing facilities at the District's four colleges and District Office/District-wide services. The elections were conducted under Proposition 39, which requires the establishment of a Citizens' Bond Oversight Committee. The Committee, representing various constituents of the community and appointed by the Board of Trustees, is responsible for the review of bond expenditures and the presentation of an annual report.

This publication is intended to present to the community a cumulative summary of the expenditures of the District's bond measures, as well as the Committee's activities for the preceding year.

## Oversight Committee Activities

The District issued Series A of Measure M bonds in October 2010 in the amount of \$130 million, issued Series B for \$60 million in June 2013, issued Series C for \$65 million in February 2018 and issued Series D for \$80 million in June 2018. Measure E was issued in the amount of \$130 million in July 2021. In November 2017, the District refunded \$106.9 million of Measure M, Series A resulting in savings to our taxpayers of approximately \$12.8 million (NPV). In April 2022, the Board of Trustees voted to issue \$35 million in Refunding General Obligation Bonds with a projected taxpayer savings of \$3.7 million (NPV).

During the past year, the Committee reviewed the financial activity for capital projects funded by bond proceeds. The Committee also received the District's Independent Auditor's reports, financial statements, and performance audit for the bond funds as of June 30, 2023. These reports fulfill the requirement for separate review of the financial activity per the provisions of Proposition 39. The Committee received updates on the District's budget, Scheduled Maintenance and Special Repair (SMSR) funding, the District's Facilities Master Plan, and the status of bond funded projects in progress during the year.

## Summary

All expenditures authorized by the School Facilities Bonds have been reviewed by the Citizens' Bond Oversight Committee to ensure the money has been spent only on school facility improvements authorized by the Bond Act. All funds expended from Measure M are audited annually by an independent audit firm. The Oversight Committee has reviewed expenditures and projects and believes the District is in compliance with the requirements of Article XIII A Section 1(b)(3) of the California Constitution and consistent with the District's approved local bond measures. Implementation of the District's long-term capital plans continues to progress. For Measure M, \$479.9 million has been appropriated for sixty-five projects including funding for infrastructure improvements at three of the colleges and District wide. Detailed information regarding the projects for both measures is provided on the following pages. The expenditures are cumulative through May 31, 2024.

## A Snapshot of Measure M Progress to date:

Location	Budget to Date	Expended to Date	# of Projects in Progress	# of Projects Completed
American River College	\$179.8M	\$123.2M	5	16
Cosumnes River College	\$84.3M	\$82.3M	4	12
Folsom Lake College	\$97.6M	\$34M	4	4
Sacramento City College	\$99.4M	\$95.6M	3	12
District Office/District-Wide	\$19.1M	\$18.1M	2	3
<b>Total</b>	<b>\$480M</b>	<b>\$353M</b>	<b>18</b>	<b>47</b>

Measure A & M have provided funding to add more than 1.8 million square feet in new facilities. In addition, more than 441,000 square feet of aging facilities have been modernized.

## Total Expenditures Since Inception:

Measure M \$353 million\*

*\*includes bond issuance costs*

# American River College

## Measure M ~ Active Projects

### Tech Ed Temp Housing:

This project provides modifications to temp housing to accommodate the Tech Ed Modernization construction phase. The project budget is \$730,000 with \$493,000 expended to date.

### Boiler Replacement Phase 2:

The Long Range Capital Needs Plan and local bond Measure M include funds to improve utilities infrastructure at American River College. This project improves HVAC infrastructure within the Central Utility Plant at ARC. This project will remove and replace boilers, pumps, associated piping and automated controls. The project is budgeted for \$995,000 with \$946,000 in expenditures to date.

### Natomas Center Phase 2 & 3:

The Project builds a new 31,077 assignable square feet (asf) (49,800 gross square feet) instructional facility adjacent to the existing American River College Natomas Center building. The new building will provide space for instruction in general education, biology and chemistry. The project is budgeted for \$31.7 million with \$3.9 million in expenditures to date.

### Natomas TAP Phase 2 & 3:

The long range capital needs plan and local bond Measure M include funds to construct parking associated with the expansion of the Natomas Center. This project will develop this parking at an adjacent vacant lot at the corner of Del Paso Blvd and Via Ingoglia. This project will be a joint venture with the City of Natomas and Natomas Unified School District, however; LRCCD is taking the lead as the constructing entity. We anticipate approximately 425 parking spaces. The project is budgeted for \$2.3 million with \$2.2 million in expenditures to date.

### Tech Ed Modernization:

This project modernizes the Technology Building at American River College. The primary use of the building is Automotive, Welding Technology and Electronics. Two other programs, Physics and Engineering, are currently in the building and will be moved and replaced with other interdisciplinary programs. This modernization will improve the technology of these spaces and reconfigure spaces for improved circulation and access compliance. This modernization also provides improvements to power, lighting, data, and HVAC systems. This modernization includes the replacement of three old temporary portable building located behind the Technology Building, with new permanent space. The project is budgeted for \$47.7 million with \$19.2 million in expenditures to date.

## Measure M ~ Completed Projects

### New Market Drive Improvements:

This project supports street improvements along New Market Drive adjacent to the American River College Natomas Center. The project will improve traffic flow and access to the Natomas Center and a future student parking lot expansion needed to accommodate the upcoming Natomas Center Phase II and III project. Measure M contributed \$1.1 million to this project.

### Infrastructure for Liberal Arts Modernization (STEM):

This project provides improvements to the underground infrastructure, hydronics and utilities that serve the new Liberal Arts (STEM) building. This project completes the campus hydronic loop and greatly improve the efficiency of our buildings heating and cooling systems throughout the campus. Measure M contributed \$7.3 million to this project.

### Liberal Arts Building Modernization (STEM):

This project provides a 36,976 asf new building to replace the Liberal Arts Building. The new building is used for Science, Technology, Engineering and Math (STEM). Measure M contributed \$12.3 million to this project.

### New Swing Space Portable- Liberal Arts (STEM):

This project will add an additional 13 temporary housing units to house instructional programs displaced by the demolition and rebuild of the Liberal Arts building. These temporary units will be leased at the end of the Liberal Arts construction and be removed from campus. Measure M contributed \$1.3 million to this project.

**Corp Yard Relocation:**

This project relocates the existing corp yard located near the center of campus to the southern end of campus. The purpose of the relocation is to create ground space in the center of campus to allow for the future modernization of Davies Hall and a future instructional building. Measure M contributed \$640,000 to this project.

**Central Utility Plant Upgrade:**

This central plant infrastructure project at ARC supports ongoing campus-wide facility improvements and growth. These improvements support new facilities like the new STEM building and the upcoming Tech Voc Expansion and Modernization and Davies Hall Modernization projects, as well as improve overall campus heating and cooling systems by increasing system capacity and making them more energy efficient. Measure M contributed \$1.6 million to this project.

**Infrastructure Projects:**

\$1.1 million was allocated toward completion of an infrastructure master plan and projects at ARC.

**Stadium Lighting Upgrade:**

This project upgrades the stadium lighting to meet minimum competitive standards. Utilize existing 70-100 foot light poles in their existing locations and retrofit with LE Musco light fixtures. The existing electrical infrastructure is utilized and a new lighting controls system was installed. Fixtures meet current codes. Measure M contributed \$10,000 to this project.

**Infrastructure - Water Well Replacement:**

Due to the age and deterioration of the existing water wells at American River College it is necessary to replace and relocate one of the existing wells. 100% of ARC's domestic and irrigation water comes from a groundwater well system. Measure M contributed \$2.1 million to this project.

**Infrastructure- Main Storm Drain Extension:**

This project improves the storm drain system at ARC to mitigate flooding on the southern portion of the campus and further protect the campus during major rainstorms. The project utilized \$1.3 million in Measure M funds.

**Existing Swing Space Portable Modification- Liberal Arts (STEM):**

This project modifies existing temporary housing to accommodate specific instructional programs displaced by the demolition and rebuild of the Liberal Arts building. This was a \$221,000 Measure M project.

**P.E./Athletic Fields Improvements:**

This \$6.5 million dollar project revitalizes the campus PE and Athletic fields to maximize the available space and upgrade the facilities. The construction of this project was completed fall 2016.

**Student Services Addition:**

This \$3.7 million project of Measure M dollars, provides the needed space to deliver the support services students require. The construction of this project was completed fall 2015.

**Culinary Arts Building:**

This \$10 million dollar project is primarily funded by Measure M, with \$1 million in contributions from the Foundation Capital Campaign. The project has an instruction laboratory complete with a new kitchen, servery and dining area for the comprehensive culinary program. \$9 million was spent out of Measure M funds.

**Student Center Modernization and Expansion:**

This \$21 million project funded primarily by Measure M proceeds modernized (replaced) and expanded the former cafeteria, office space and meeting rooms adding 34,701 assignable square feet. The Center opened in spring 2013.

**Parking Structure and TAP:**

Chronic parking and circulation issues at the College have been alleviated with the construction of a 1,650 space parking garage, as well as other improvements at a cost of \$27.2 million. The project was completed in spring 2013.

# Cosumnes River College

## Measure M ~ Active Projects

### College Center MDF Relocation and Fiber Upgrade:

This project will take essential IT infrastructure and relocate it from the basement of the Library to the newly expanded College Center. This scope of work will improve the equipment's reliability by providing dedicated heating and cooling, reliable and adequate power sources and work space required for maintenance and future improvement. The project budget is \$500,799 with \$319,304 in expenditures to date.

### Elk Grove Center Phase 2-EVCS Parking Lot:

Construction of approximately 40 new parking stalls including 8 electrical vehicle charging stations (EVCS) Project continues parking per master plan. The budget is \$1.1 million with \$1 million in expenditures to date.

### Elk Grove Center Phase 2:

This project will construct Phase 2 of the Elk Grove Center. This project scope provides a 15,200 assignable square foot (asf) instructional building adjacent to the existing instructional building. The building will include classrooms, labs, offices and flexible space for students to study and congregate. The projected is budgeted for \$16.6 million with \$14.9 million in expenditures to date.

## Measure M ~ Completed Projects

### Auto Tech Center Modernization/Expansion:

This project expanded the current Automotive Technology building by 5,280sf by adding eight new automotive bays, a new tool room, flexible teaching space and ADA compliant restrooms to the existing facility. Measure M contributed \$5.7 million to this project.

### Library Space Repurpose:

This project reconfigured temporary administrative spaces in the CRC library and repurpose them back into library/student engagement spaces. Upon completion of the CRC College Center, the administrative functions contained in these spaces will be moved back into the new College Center, allowing for these areas to be returned to their original library-type function. Measure M contributed \$447,000 to this project.

### College Center Expansion:

This project provided a 18,005 ASF expansion to the College Center building. The expansion is used for student services, administration and counseling. Measure M contributed \$21.6 million to this project.

### Infrastructure to College Center Expansion :

This project provides improvements to the underground infrastructure – hydronics and utilities, that serve the College Center Expansion. Measure M contributed \$1.8 million to this project.

### Portable 76 Removal:

Abate and remove 5 portables on the CRC campus. Buildings include Portable 76 adjacent PE and old temp housing buildings near the tennis court. Buildings are past their useful life and no longer needed. Measure M contributed \$99,000 to this project.



CRC College Center Expansion

### **Infrastructure Projects:**

\$971,000 is currently allocated from Measure M funds toward various infrastructure projects and for the completion of a master plan to incorporate the infrastructure needs for current and future facilities at Cosumnes River College. To date, all \$971,000 has been expended.

### **Infrastructure-Hydronic Mods & Underground Loop:**

Due to the age and deterioration of the existing hydronic (water) lines serving the Heating Ventilation and Air Conditioning (HVAC) systems, many lines needed to be replaced. Replacement not only reduced water leakage and waste, but greatly enhanced the efficiency of the existing HVAC systems throughout the entire campus. Measure M funds provided \$1.8 million for this project.

### **Elk Grove Center Monument Sign:**

This project provided a new monument sign at the west entrance of the Elk Grove Center. Total project funds from Measure M were \$80,000.

### **Stadium Landscaping:**

With the completion of the stadium improvements funded by Measure M and a partnership with Elk Grove Unified School District, this project completes the perimeter landscaping for this multi-use facility. Measure M provided \$235,000 for this project.

### **Art Gallery Space:**

Construction of the Art Gallery space was completed in spring 2015. This completes the campus' comprehensive Fine and Performing Arts facilities. \$2.1 million was funded by Measure M.

### **Elk Grove Center Phase 1 TAP and Off-Site Improvements:**

\$1.0 million was appropriated for transportation, access and parking for the Elk Grove Center and \$2.4 million for off-site improvements including roadways, a lighted intersection, sidewalks, curb, gutters and associated underground utilities. In addition to the \$3.4 million funded by Measure M, the City of Elk Grove funded \$1.3 million. Work started in spring 2012 and the project was completed in fall 2013.

### **Architecture and Construction Programs Instructional Building:**

This building houses one of the signature programs at the college; Architecture and Construction Management, as well as related programs that provide transfer and certificate coursework. The building received platinum LEED (sustainable design) certification in October 2014. The project was completed in fall 2013 at a cost of \$15.7 million, with Measure M providing \$14 million.

### **Physical Education and Athletic Fields and TAP Improvements:**

\$14.9 million was allocated to complete the College's Physical Education and Athletic fields, perimeter landscaping, and parking improvements. Modernization of the stadium and sports fields also accommodates local high school sporting events through a partnership with Elk Grove Unified School District (EGUSD). Community usage is also planned. Total project funds from Measure M were \$13.1 million, with \$1.8 million from EGUSD and \$269,000 from the College.

## **District Office / District-Wide**

### **Measure M ~ Active Projects**

#### **Security Improvements Phase 1A and 1B:**

Because of the tremendous growth in the District, the current key lock system is beyond capacity. The new system will improve the securing of our facilities and be integrated with other safety systems to enhance the safety of our students and employees. ARC and CRC are complete. FLC and SCC are in progress. To date, \$10.9 million has been expended. Budget is \$11.8 million.

#### **Infrastructure Projects:**

\$2.4 million is currently allocated toward various infrastructure projects and for completion of a master plan that will incorporate the infrastructure needs for current and future facilities District wide. To date, \$2.2 million has been expended.



## Measure M ~ Completed Projects

### Workforce & Economic Development (WED) Facility:

The District acquired a 28,000 square foot building as part of its plan to relocate programs housed at Ethan Way. However, multiple factors, including the cost to renovate the building and program changes, have resulted in this project being reconsidered. The District's Board authorized the sale of the building at its May 2019 meeting. To date, \$3.7 million has been expended including \$2.6 million in acquisition costs. This project has been sold.

### Telecommunications Conversion to Voice Over IP:

The District's current telecommunications system is outdated and no longer supported by vendors. This project provides the infrastructure to meet today's communication needs. The total project cost, funded by Measure M, was \$890,000.

### Ethan Way Upgrade:

This project renovated the existing 19,360 square foot Workforce and Economic Development facility at Ethan Way in Sacramento. Measure M included new flooring, painting, casework and other finishes. The project expended \$325,000 of Measure M funds.

## Folsom Lake College

### Measure M ~ Active Projects

#### Rancho Cordova Phase 2 Parking:

This project will support the Rancho Cordova Center by expanding the offsite parking lot across from Paseo Drive to provide approximately 66 additional parking stalls. The project budget is \$3 million with \$1.56 million in expenditures to date.



FLC Rancho Cordova Center Phase 2

#### Rancho Cordova Center Phase 2:

The project was the final project of our \$475 million Measure M bond program. It was preceded by four large bond-funded capital projects that required budget increases to cover significant cost increases in our local construction market caused by the COVID-19 pandemic over the last few years. While we had sufficient local bond funds to complete the design documents all the way through to DSA approval for the Rancho Cordova Phase 2 Center project, LRCCD no longer has sufficient local bond funds to match the State's contribution for the construction phase of the project. As a result, the project will be closed out and any remaining funds will be reverted back to the statewide GO bond program.

#### Central Plant Upgrade:

Upgrade of Central Plant heating and cooling quality capacity to accommodate near and long-term building needs. The budget is \$14.8 million with \$833,647 in expenditures.



FLC Central Plant Upgrade

#### Science 2.1:

This project provides for the addition of 48,900 asf of new Instructional space specifically for Science. Scope of work includes classrooms (8,800 asf), Physical Science (28,900 asf), Faculty Offices (9,400 asf) and Library space (1,800 asf). The projected is budgeted for \$53.2 million with \$5.8 million in expenditures to date.

## Measure M ~ Completed Projects

### El Dorado Student Center Expansion:

The project cost of the EDC Student Center expansion was \$2.2 million. The project provides additional study areas and support services space.

### Rancho Cordova Center Phase I TAP and Off-Site Improvements:

\$1.2 million was appropriated for transportation, access, and parking for the new Rancho Cordova Center, and \$1.3 million was allocated for off-site improvements for the Center which is located adjacent to the light rail line.

### Physical Education and Athletics Fields Construction:

This project is one of the elements of Folsom Lake College's master plan. The project provides facilities to support the College's Physical Education and Athletic programs in addition to serving local community needs. Measure M funds were allocated at \$19 million with \$100,000 being funded by the City of Folsom.

# Sacramento City College

## Measure M ~ Active Projects

**Swing Space Portable Removal:** This project will remove all remaining swing space portable buildings on Campus except for one building used to house bathrooms and provide storage space. The project budget is \$500,000 with \$6,000 expended to date.

**Lillard Hall:** This project builds a new science building to replace the existing Lillard Hall science building. The new building will be used for instruction in general education, biology and chemistry and provides ADA access compliance and adequate HVAC, power, technology and lighting systems to support these instructional programs. The budget for this project is \$44.7 million with \$41.6 million expended to date.

**Mohr Hall Modernization:** This project will provide a 18,048 ASF new building to replace the Mohr Hall Building. The new building will be used for the same programs as are in the current building – Allied Health, Physics and Geology. The budget from Measure M is \$6 million, of which \$5.8 million has been expended to date.

**Infrastructure- Mohr Hall Modernization:** This project provides improvements to the underground infrastructure, hydronics and utilities that serve the new Mohr Hall modernization project, the future Lillard Hall modernization project and other adjacent facilities. The budget for this project is \$5.4 million.

## Measure M ~ Completed Projects

**Davis Center Phase 2:** This project constructed the phase 2 instructional building at the Davis Center. The cost for phase 2 is \$13.4 million, funded with \$5.6 million from Measure M and \$7.8 from the State.

**Infrastructure Projects:** \$193,700 was allocated toward completion of a master plan that will incorporate the infrastructure needs for current and future facilities at Sacramento City College.

**Davis Center TAP Phase 2:** This project provides transportation, access, and parking expansion and improvements related to the phase 2 instructional building. Measure M funded the entire \$883,000 for this project.



SCC Mohr Hall

**Electrical Switch Gear Replacement:** This \$2.1 million project replaced and/or refurbished the main electrical switch gear. The main electrical switch gear is the point of connection to the electricity supplier (SMUD) and is the electrical distribution point to all the buildings on campus. This switch gear is very old and needed to be replaced and/or refurbished to insure reliable electrical power to the campus.

**Infrastructure- Hydronic Modifications:** Due to the age and deterioration of the existing hydronic (water) lines serving the Heating Ventilation and Air Conditioning (HVAC) systems, many lines, valves, and controls must be replaced. Replacement will not only reduce water leakage and waste, but greatly enhance the efficiency of the existing HVAC systems throughout the entire campus. The project cost was \$3.3 million from Measure M funds.

**Swing Space Portable - Mohr Hall:** This project will provides temporary portables to be used for instruction during the replacement of Mohr Hall. Measure M funded this project at \$283,000.

**Swing Space Portable Modification- Mohr Hall:** This project provides for the modification of existing temporary housing to accommodate specific instructional programs displaced by the demolition and rebuild of Mohr Hall. The project cost was \$454,000.

**Rodda Hall North 3rd Floor Remodel:** This project relocated two existing programs (photography and electronics) to new and renovated facilities and developed multiple classrooms for mathematics. The project cost was \$2.9 million. The project was completed spring 2016.

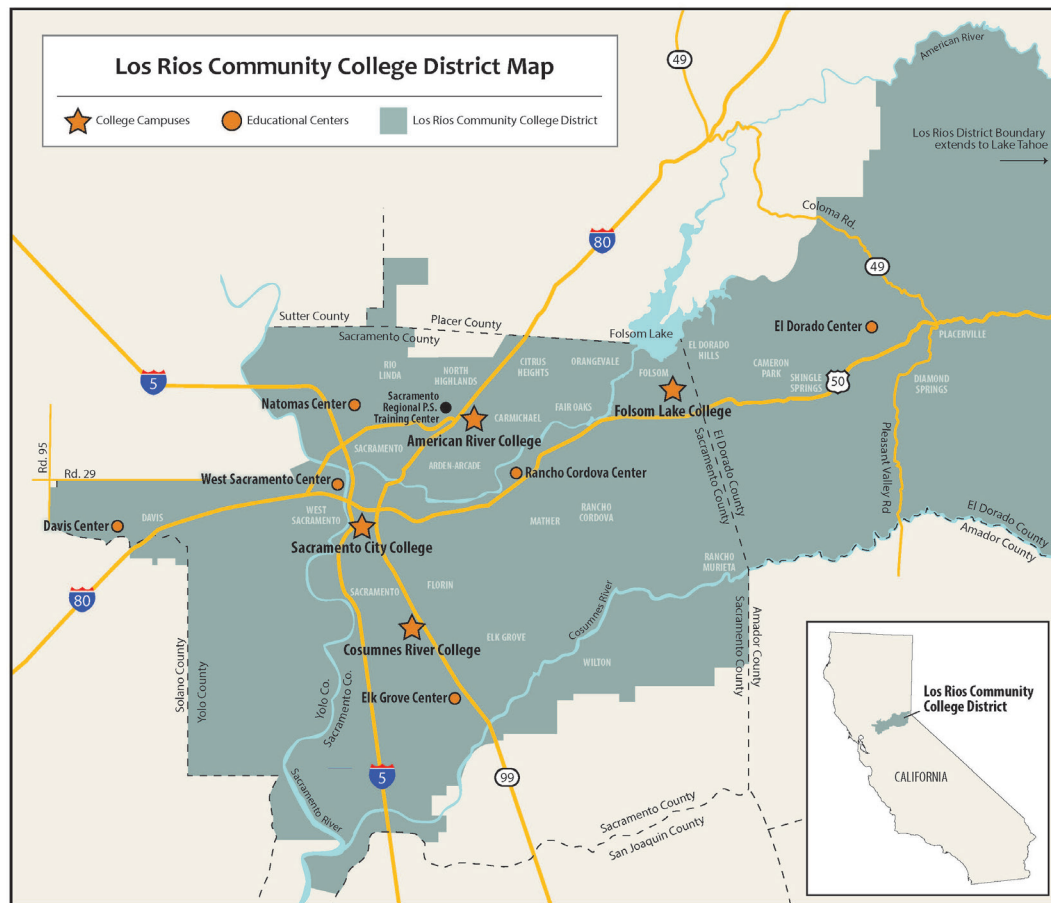
**Student Services Modernization and Expansion:** \$10.8 million was spent for the modernization, expansion, and consolidation of Student Services programs for the College. The construction was completed spring 2015.

**Lusk Aero Remodel:** Remodel of the Lusk facility provides improvements for the College's electronics education program. The cost for this project was \$1.7 million.

**Hughes Stadium Modernization:** This facility has historic significance to many Sacramentans. It has long been used by the Physical Education and Athletic program at the College as well as for high school and community athletic events. The modernization was necessary to meet seismic, ADA, and other requirements as well as to update facilities constructed in the 1930's. Measure M contributed \$13.1 million.

**TAP Improvements:** \$1.3 million was appropriated for the final phase of transportation, access and parking improvements at Sacramento City College. This included ADA improvements, pedestrian access improvements, and lighting improvements in various parking lots.

# Los Rios Community College District Educating a Region



## About the Citizens' Bond Oversight Committee

On April 17, 2002, the Los Rios Board of Trustees approved the creation of a Citizens' Bond Oversight Committee to ensure compliance with all Proposition 39 requirements and established bylaws under which the Committee operates. The committee members are volunteers from throughout the community who donate their time to meet three times a year, generally in July, December, and March. Los Rios Community College District appreciates the time and commitment of our members' service to Los Rios. All committee meetings are open to the public and meeting minutes and reports can be found on the Los Rios Community College District website at [www.losrios.edu](http://www.losrios.edu).

# 2023-24 Members

**Beverly (Babs) Sandeen**, *Member at Large (chair)*

**Connie Weatherholt**, *Member at Large*

**Rita Gallardo Good**, *Member at Large*

**John Ruden**, *Foundation Representative*

**Marty Katz**, *Member at Large*

**Michael Rizzo**, *Business Community Representative (vice-chair)*

**Sosan Madanat**, *Member at Large*

**Lizette Navarette**, *Member at Large*

**Nathan Taylor**, *Student Representative*

## Los Rios Board of Trustees:

Tami Nelson

John Knight

Dustin Johnson

Deborah Ortiz

Robert Jones

Kelly Wilkerson

Pamela Haynes

Jay Doherty (student)

# LOS RIOS

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