

# LOS RIOS COMMUNITY COLLEGE DISTRICT

## FALL BOARD RETREAT AGENDA

Friday, October 4, 2024 at 5:30pm

Saturday, October 5, 2024 at 9:00am

### **Meeting Location:**

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

### **Teleconference Location:**

Alisa Hotel (North Ridge)  
21 Dr Issert Street North  
Ridge, Accra, ZZ,GH,GH

## FRIDAY, OCTOBER 4, 2024

<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. FUTURE DIRECTIONS DISCUSSION**

<b>A. Draft 2025 Board Meeting Calendar and Schedule of Agenda Items</b> (page 3)	Brian King
<b>B. Board Self-Evaluation</b> (page 8)	Brian King
<b>C. Budget Update</b> (page 9)	Mario Rodriguez
<b>D. Recruitment and Hiring Update</b> (page 38)	Mario Rodriguez
<b>E. Bond Program Update</b> (page 45)	Mario Rodriguez

### **4. CLOSED SESSION**

*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.*

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| <b>A. Pursuant to Government Code section 54957: Public Employee Evaluation: Contract Officers</b> |
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### **5. ACTION**

<b>A. Contract Officer Contracts</b> (page 48)	Brian King
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**NOTE:** Board action is needed to continue the meeting to the following day.

**SATURDAY, OCTOBER 5, 2024**

<b>6. UPDATE AND DISCUSSION OF DISTRICT INITIATIVES</b>	
<b>9:00am – 10:30am:</b>	
<b>A. Elimination of Bias Training for the Board of Trustees (page 49)</b>	Peter Khang
<b>10:30am – 11:00am:</b>	
<b>B. NAGPRA Update (page 50)</b>	Jamey Nye
<b>11:00am – 12:00pm:</b>	
<b>C. Successful College Projects and Initiatives (page 51)</b>	College Presidents
<b>12:00pm: GRAB &amp; GO LUNCH</b>	
<b>7. ADJOURNMENT</b>	

<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
Regular Board Meetings are generally held every second Wednesday of the month at 5:30 pm ▪ <i>Note: Meeting times and locations are subject to change. For current information, call the District Office at (916) 568-3039.</i> Next Regular Board Meeting: October 16, 2024			
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.			
<b>Help Us Help You</b>			
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.			
<b>Los Rios Community College District Indigenous Land Acknowledgment Statement</b>			
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.			
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.			

# LOS RIOS COMMUNITY COLLEGE DISTRICT

## BOARD OF TRUSTEES ANNUAL FALL RETREAT

<b>SUBJECT:</b> Draft 2025 Board Meeting Calendar and Schedule of Agenda Items	<b>DATE:</b> October 4-5, 2024
<b>AGENDA ITEM 3.A</b>  <b>STRATEGIC PLAN GOAL(S):</b> 1,2,3,4,5	<b>TYPE OF BOARD CONSIDERATION:</b> Board Information

### BACKGROUND

The Board of Trustees approves its annual meeting calendar at its December meeting each year. An initial draft of proposed 2025 meeting dates is attached for review and input. An updated draft will also be presented for First Reading at the November 13, 2024 meeting. Regular board meetings are generally scheduled on the second Wednesday of the month (potential schedule conflicts are noted in the attachment) at 5:30pm. A preliminary schedule of agenda items and information reports for 2025 is also attached

### RECOMMENDATION

This item is presented for the Board of Trustees' information and discussion.



**LOS RIOS**  
COMMUNITY  
COLLEGE DISTRICT



AMERICAN  
RIVER  
COLLEGE



EST. 1970  
COSUMNES  
RIVER COLLEGE



FOLSOM  
LAKE  
COLLEGE



EST. 1916  
SACRAMENTO  
CITY  
COLLEGE

**DRAFT**

## 2025 Board Meeting Calendar

Regular board meetings are generally the second Wednesday of the month  
(unless otherwise noted) at 5:30 pm

<b>JANUARY</b>				<b>JULY</b>			
	<b>8</b>				<b>9</b>		
<b>FEBRUARY</b>				<b>AUGUST</b>			
	<b>12</b> <b>ARC</b>				<b>13</b>		
<b>MARCH</b>				<b>SEPTEMBER</b>			
<b>2/28- 3/1*</b>	<b>12</b>				<b>10</b>		
<b>APRIL</b>				<b>OCTOBER</b>			
	<b>9</b>			<b>3-4*</b>		<b>15</b> <b>CRC</b>	
<b>MAY</b>				<b>NOVEMBER</b>			
	<b>14</b>				<b>12</b>		
<b>JUNE</b>				<b>DECEMBER</b>			
	<b>11</b>					<b>17</b>	

\*Board Retreat

Convocation Dates: January 17 & August 22

Commencement: May 22/23

Two college-hosted board meetings per year (FEB + OCT), rotating alphabetically.

2025: ARC&CRC; 2026: FLC&SCC

**Meeting Location(s):**

District Office Board Room – 1919 Spanos Court, Sacramento, CA 95825

American River College (ARC) – 4700 College Oak Dr, Sacramento, CA 95841

Cosumnes River College (CRC) – 8401 Center Pkwy, Sacramento, CA 95823

**2025 Board Calendar Scheduling Notes:**

- ACCT National Legislative Summit is scheduled for February 9-12, 2025. Potentially affects board meeting date if Trustees wish to attend the Summit.
- A<sup>2</sup>MEND Summit is scheduled for March 5-7, 2025. Does not affect Spring/March board retreat or regular meeting date.
- CCLC CEO Symposium date is scheduled for March 14 – 17, 2025. Does not affect board meeting date.
- LRCCD Spring Recess the week of March 17-23, 2025. Board meeting needs to be scheduled prior to this week (March 12).
- GCCLN Meeting in Sacramento (Los Rios hosting) is scheduled for March 26-28, 2025. Does not affect board meeting date.
- CCLC Trustee Conference is scheduled for May 9 – 11, 2025. Does not affect regular board meeting date.
- Cap to Cap is scheduled for May 3-7, 2025. Does not affect board meeting date.
- Fall ACCT Leadership Congress is scheduled for October 22-25, 2025. Does not affect regular board meeting or retreat dates.
- December meeting must be held on the third Wednesday in compliance with CA Education Code Section 1009, which requires the date of the annual organizational meeting to be ***on or after the second Friday in December.***



**DRAFT BOARD OF TRUSTEES CALENDAR OF ANNUAL BOARD AGENDA ITEMS  
January - December 2025**

*The schedule below includes routine annual action agenda items as well as informational reports that align with the current Board Goals.*

*Additional agenda items will be added to the schedule as needed.*

January 8, 2025		
TBD	Information	

February 12, 2025 (location: ARC)		
American River College Program Spotlight	Information	President Cardoza
State Budget Update	Information	Executive VC Rodriguez

February 28 – March 1, 2025 (Spring Board Retreat)		
<b>Analysis of and Planning for Facilities</b> <i>Requested by: KNIGHT</i>	<b>Information</b>	<b>Executive Vice Chancellor Rodriguez</b>
Review of 2025 Board Meeting Calendar and Schedule of Agenda Items	Information	Board/Chancellor King
Board Self-Evaluation Review	Information	Board/Chancellor King
Budget & Enrollment Update	Information	Executive VC Rodriguez
Philanthropy Update	Information	Chief Advancement Officer Allison
Building/Bond Program	Information	Executive VC Rodriguez
Succession Planning	Closed Session	Chancellor King
Update on Board Goals & Strategic Plan	Information	Chancellor King

March 12, 2025		
TBD	Information	
Classified Employee of the Year Nomination	Action	

April 9, 2025		
TBD	Information	
CCCT Election	Action	Chancellor King

May 14, 2025		
Sustainability Update	Information	Executive VC Rodriguez
Resolution Recognizing Classified Employees	Action	Chancellor King

June 11, 2025		
2025-26 Budgets	Action	Executive VC Rodriguez
Five Year Capital Outlay Plan	Action	Executive VC Rodriguez

July 9, 2025		
Chancellor’s Evaluation and Board/Chancellor Annual Review of Goals <i>(Assessment of Board Goals)</i>	Closed Session	Board/Chancellor King

August 13, 2025		
Annual Pay Rate Schedules	Action	Executive VC Rodriguez

September 10, 2025		
Citizens’ Bond Oversight Annual Report	Information	Executive VC Rodriguez
2025-26 Adopted Budget	Action	Executive VC Rodriguez

October 3-4, 2025 (Fall Board Retreat)		
Evaluation of Contract Officers	Closed Session	Chancellor King
Contract Officer Contract Extensions / Step Increases	Action	Chancellor King
Board Self-Evaluation	Information	Board/Chancellor King
2026 Board Meeting Calendar (first draft)	Information	Chancellor King
Budget & Enrollment Update	Information	Executive VC Rodriguez
Recruitment & Hiring	Information	Executive VC Rodriguez
Building/Bond Program	Information	Executive VC Rodriguez
Update on Board Goals & Strategic Plan	Information	Chancellor King

October 15, 2025 (location: CRC)		
Cosumnes River College Program Spotlight	Information	President Bush

November 12, 2025		
TBD	Information	

December 17, 2025		
Annual Organizational Meeting	Action	Board/Chancellor King
2024-25 Annual Audit Report	Action	Executive VC Rodriguez
Program Development Funds	Information	Executive VC Rodriguez

# LOS RIOS COMMUNITY COLLEGE DISTRICT

## BOARD OF TRUSTEES ANNUAL FALL RETREAT

<b>SUBJECT:</b> Board Self-Evaluation	<b>DATE:</b> October 4-5, 2024
<b>AGENDA ITEM 3.B</b>  <b>STRATEGIC PLAN GOAL(S):</b> 1,2,3,4,5	<b>TYPE OF BOARD CONSIDERATION:</b> Board Information

### BACKGROUND

Annually, the Board of Trustees completes a self-evaluation instrument, discusses the results of the survey among themselves, and makes modifications in their working as a Board as a result of the conversation. This ongoing process of self-evaluation, planning and modifications based on that evaluation has produced significant innovation and continuous improvement within Los Rios over the years.

### RECOMMENDATION

This item is presented for the Board of Trustees' information and discussion.



# LOS RIOS COMMUNITY COLLEGE DISTRICT

## BOARD OF TRUSTEES ANNUAL FALL RETREAT

<b>SUBJECT:</b> Budget Update	<b>DATE:</b> October 4-5, 2024
<b>AGENDA ITEM 3.C</b>  <b>STRATEGIC PLAN GOAL(S):</b> 5	<b>TYPE OF BOARD CONSIDERATION:</b> Board Information

### **BACKGROUND**

Staff will provide the Board of Trustees with an update on the recently approved system budget request and state revenue trends early in the fiscal year.

### **RECOMMENDATION**

This item is presented for the Board of Trustees' information and discussion.



California Community Colleges

**Advancing Career Opportunities for Students:  
A Framework for California's Future  
2025-26 Shared Advocacy Request Appendices**

**Draft for Approval**

September 2024

Submitted to the Board of Governors by Dr. Sonya Christian, Chancellor  
Prepared by David O'Brien, Vice Chancellor of Government Relations  
Contributions from Wrenna Finche, Vice Chancellor of College Finance and Facilities  
In Collaboration with Chancellor's Office Executive Team and  
Members of Consultation Council

## TABLE OF CONTENTS

Appendix A: Shared Advocacy Request Process .....	3
Appendix B: 2025-26 System Budget Request Details .....	4
Appendix C: 2025-26 System Legislative Request Details.....	15
Appendix D: Context for System Climate and Energy Projects .....	18
Appendix E: 2024 Unfunded Legislative and Budget Actions .....	20
Appendix F: System Legislative Clean-Up Requests .....	24

## **APPENDIX A: SHARED ADVOCACY REQUEST PROCESS**

The California Community College system is the largest higher education system in the country and the largest workforce provider in California. Nearly two million students attend California Community Colleges each year to receive educational services including general education courses toward a degree, certificate, or transfer to a four-year institution, career training, basic skills and remedial education, and adult education. The state's community colleges support Californians' social and economic mobility, with students seeking to build career-related skills to enter or advance in their careers, earn a degree, or transfer to a four-year university.

Existing law requires the Board of Governors, in consultation with institutional representatives of the California Community Colleges and statewide student, faculty and staff organizations, to develop criteria and standards for the purpose of making the annual budget request for the California Community Colleges to the Governor and the Legislature.

In June, the Chancellor's Office began the process to develop the Board of Governors' Budget and Legislative Request for 2025-26 by asking Consultation Council partners, system constituents, and Executive leadership to submit concepts for inclusion. On August 27, the Chancellor's Office invited Consultation Council members to attend a working session to discuss the proposals received. During the workshop, members engaged in a review of priorities and opportunities to advance Vision 2030 in the upcoming budget and legislative cycle. In addition to discussions at Consultation Council meetings, Chancellor's Office staff sought written feedback and a priority ranking of all potential Budget and Legislative Request items. In the context of a multi-year budget deficit, this final Shared Advocacy Request presents an approach that focuses on appropriate base resources, critical supports for faculty, and flexible academic and career pathways for students.

The Chancellor's Office has incorporated feedback from the consultative process into this document, with the intent that this Request can serve as the basis of coordinated advocacy for California's community colleges.

## APPENDIX B: 2025-26 SYSTEM BUDGET REQUEST DETAILS

### Base Resources

#### Fully Fund Enrollment Growth within the Student Centered Funding Formula (\$41.57 million ongoing Proposition 98 estimated)

Districts have experienced incredible success in rebuilding enrollment since the pandemic and have a demonstrated need for flexible funds to continue to support student access. Insufficient growth funding results in no funding for actual enrollment increases that colleges have worked so hard to achieve and disincentivizes future efforts to include growth in strategic enrollment management plans. This ultimately hurts students and their ability to meet their educational goals. For example, at the 2023-24 second principal apportionment, only \$26.4 million in growth funding was available. After the available dollars were applied, \$36.37 million in full-time equivalent students (FTES) for 15 districts was left unfunded due to insufficient growth funding and the 10% growth cap. All enrollment growth should be funded so that all potential students can be served by way of more seats in classes, additional support services including counseling, tutoring, and career guidance, and expanded online offerings. As such, we are requesting two actions to ensure that enrollment growth is fully funded within the Student Centered Funding Formula (SCFF), at an estimated cost of \$36.37 million ongoing in SCFF growth funding and \$5.2 million for the SCFF (exact amount depends on annual enrollment and projected estimates).

- **Part I, Growth Formula and Funding:** This proposal requests elimination of the 10% cap on funded full-time equivalent students (FTES) growth and requests funding of growth at a minimum of 1.5% annually, or approximately \$63 million total. This represents an increase of \$36.37 million over recent growth funding provided at 0.5%.
- **Part II, Recognition of Credit FTES:** The proposal also requests modification of the SCFF calculation to recognize credit FTES at the higher of the three-year average or the amount reported in the current year. The SCFF calculation uses a three-year average for regular credit FTES, which results in gradual funding decreases during periods of enrollment decline but does not provide sufficient and timely funding increases in periods of enrollment growth. The estimated ongoing annual cost of this change is approximately \$5.2 million.

The estimated cost of \$63 million to increase growth funding from 0.5% to 1.5% of SCFF funding is based on the 2023-24 available growth funding of \$26.4 million plus the \$36.37 million of unfunded growth in the same period. Under the proposed change to the calculation of credit FTES, districts would have been eligible to receive an additional \$5.2

million in SCFF funding based on analysis of data used to calculate the 2023-24 second principal apportionment in June 2024.

The exact cost of these changes to SCFF funding is dependent on updated systemwide enrollment numbers and projections. But together, the elements of this proposal would maintain the inherent protections of the current SCFF formula and remove disincentives and penalties for districts that have successfully engaged in strategic enrollment management resulting in growth.

### **Inflationary Adjustments for All Categorical Programs**

(To be determined, based on statutory cost-of-living calculations and requirements)

The California Community Colleges administer more than 40 categorical programs that are critical to achieving the student success goals outlined in Vision 2030, many of them intended to support historically underserved student populations. Districts and colleges have put in place infrastructures to implement and administer these programs, including employees who are paid from these funds. In recent years, some categorical programs have received cost-of-living adjustments (COLA) while others have not, posing challenges to maintaining adequate staffing and other infrastructure in an environment of increasing costs and high inflation. Districts have limited capacity to absorb cost increases and budget reductions at the same time. When possible, districts absorb the lack of COLA for some of the categorical programs. However, in most cases it is not possible to do so, particularly for large programs such as the Student Equity and Achievement Program. Not providing a COLA weakens the purpose of investing in categorical programs, leaving districts with difficult decisions as to how to continue to provide the programs' intended services while keeping up with rising costs and inflation.

We must ensure that current programs intended to support the most vulnerable student populations are funded appropriately, which includes providing COLA. Therefore, we request a COLA for all categorical programs that were not established through legislation as one-time funding. Importantly, we emphasize the need for a COLA for technology-related programs and services, to address the rapid advances and adoption of artificial intelligence within the classroom and campus environment and guard the system against potential fraud.

### **Provide Additional Funding for Financial Aid Office Administration**

(\$10 million ongoing Proposition 98 and policy changes)

The Student Financial Aid Administration (SFAA) funding has not received a COLA adjustment since 2003, leaving financial aid offices struggling to keep up with rising costs, while taking on more responsibilities. Staff administer a growing number of financial aid

programs and respond to new state and federal reporting obligations. Additionally, the challenges and delays with implementing the revised Free Application for Federal Student Aid (FAFSA) have placed new workload burdens on college financial aid offices. The challenges faced by financial aid offices are real, but we also understand that to increase student access to financial aid, we need high impact strategies and solutions.

Currently, the Department of Finance uses a separate formula for SFAA that accounts for the number of colleges in our system. At the time that the policy was created, we had 108 colleges. Today, we have 116 community colleges, and yet the formula has not changed. We are funded at an overall 6% deficit. Additionally, the funding formula only considers California College Promise Grant (CCPG) fee waiver data, but the number of students applying for and receiving all forms of financial aid has grown significantly. Since the inception of the SFAA, Pell Grant recipients have increased by 100%, and CCPG recipients have increased by 250%. To achieve Vision 2030's goal of increasing the number of community college students receiving state and federal aid by 10%, financial aid offices need adequate resources. Therefore, we are requesting structural changes to the Student Financial Aid Administration and Board Financial Aid Programs (SFAA-BFAP) formula. Specifically, we propose the following:

- Updating the SFAA funding criteria to incorporate additional data points to accurately capture the support necessary for student financial aid administration;
- Implementing a recurring COLA to the SFAA base and capacity funding;
- Mandating the same fund restrictions on the BFAP 2% fund category as those applied to the SFAA fund to ensure adequate support for financial aid; and
- Permitting the use of up to 1% of the Student Success Completion Grant funding allocation for administrative costs.

Additionally, in order to achieve the Vision 2030 goal of increasing the number of community college students receiving state and federal aid by 10%, the Chancellor's Office is requesting a full time Community College Specialist position dedicated to addressing the unique financial aid needs of working adults, such as through our partnership with the United Domestic Workers (UDW) or the "Ability to Benefit" program for working adults without a high school diploma or equivalent. This position will also provide expanded technical assistance to support improved local operations, regarding financial aid processing, cost of attendance, and satisfactory academic progress.

## Academic Pathways and Career Education

Governor Newsom signed an executive order to develop a “Master Plan for Career Education.” This plan seeks to identify opportunities for alignment and coordination of public and private sectors to ensure more career and skill-building opportunities for students and workers, strengthen career pathways, and prioritize hands-on learning and real-life skills. The following proposals will advance that effort by improving infrastructure and expanding programs that serve students’ career education goals.

### Establish a Systemwide Common Data Platform (Phase 1)

(\$162.5 million one-time Proposition 98, \$29 million ongoing Proposition 98)

The Chancellor’s Office requests \$162.5 million in Proposition 98 funds to: scale the Common Cloud Data Platform (CCDP) across the entire system; implement a new data module focused on maximizing financial aid; include a data connection to CCCApply data to improve proactive student support, system integrity, and fraud mitigation; support the expansion to all districts, maintenance, and operation through 2030; develop and sustain robust comprehensive data governance; integrate the Program Pathways Mapper AI pathing functionality; integrate eTranscript California; integrate the Mapping Articulated Pathways (MAP) platform; integrate with the CSU Transfer Planner; and integrate with key third party data platforms (e.g., educational planners, Cradle to Career) selected by the field as key to improving student support and analytical capabilities. If the entire \$162.5 million cannot be funded in 2025-26, **at a minimum we request \$26 million to fund the expansion of the demonstration project from six districts to 23 districts.**

Last year, the Chancellor’s Office launched phase 1 of the project with a \$10 million commitment. This initial investment was sufficient to prototype the platform and roll it out across six districts and 11 colleges. The Common Cloud Data Platform is designed to work with any of the existing college data and transactional enterprise resource systems. The issue is quite straightforward: bringing the benefits of a next generation data infrastructure to the entire system requires a substantial investment. The Common Cloud Demonstration Project originated from a partnership with a consortium of community college districts who have been advocating for this type of investment.

The California Community Colleges need a transformative shift in technology infrastructure to support a robust and unified approach to managing resources, data flows, and operations across all colleges. Vision 2030 emphasizes that it will take interconnected reforms to achieve bold student-centered goals, yet across California’s 73 districts, there are vast inefficiencies in data and operations because of outdated or disconnected enterprise resource planning (ERP) systems. An integrated suite of business applications, ERP tools share a common process and data model, covering broad and



deep operational end-to-end processes, such as those found in finance, HR, distribution, manufacturing, service, and the supply chain.

Notably, ERP systems in higher education also include student information systems (which track student information, grades, attendance, outcomes, and more) as well as financial aid management, academic advising, student communication, and, in many cases, alumni management/tracking software. Across the 116 colleges, there are currently three major ERP systems in use (with different versions implemented at different institutions), with a wide and diverse array of customizations, integrations, and kluges. The share of the ERP systems across colleges are approximately: 38% of colleges using Colleague, 36% using Banner, 22% using PeopleSoft, and 4% on other, including locally developed systems.

Our system's initial investments in an electronic transcript platform (eTranscript CA), improvement of our application system (Reimagine Apply), robust development of systemwide credit for prior learning (Mapping Articulated Pathways: MAP), a intersegmental program planning tool (Program Pathways Mapper), and the foundations of a potential cloud-based data platform for the system (the Common Cloud Data Platform Demonstration Project) have begun to lay the foundation for this transformative shift and have placed the system at the forefront of building the critical technical infrastructure that will form the foundation of the Career Passport. The California Community Colleges seek an investment to start the next stage of this work to transition from individual technology projects and isolated systems at each of our districts, with thousands of potential vulnerability points, to a common systemwide technology platform and potential ERP that will accelerate positive change for our system and the students of California.

A Common ERP would provide an integrated and holistic technological foundation for the system, including improved and more equitable technology experiences for students, streamlined and vastly more efficient processes and reporting, consistent systemwide data management, real-time information availability, efficiencies of scale and uniformity including in purchasing, and a robust data platform for advanced analytics, AI-enhanced student support, and a uniform robust technology and information security strategy across institutions. This project would standardize technology applications and administrative systems that handle student enrollments, human resources, finance, and financial aid by moving the system in its entirety from a collection of aging and unconnected systems to a singular cloud-based software as a service system that is locally configurable yet centrally managed. For districts, systemwide integration would provide real opportunities to improve outcomes and completion, supporting fiscal health and resilience.

This proposed 2025-2026 request seeks \$162.5 million one-time *or* a minimum of \$26 million in 2025-26 and \$29 million ongoing starting in 2026-2027 to launch Phase 1 of the California Community College Statewide Common Technology Project transition. Phase 1 is the first of a two-phased project to systematically collect requirements, design and build a federated data platform with comprehensive data management and the integration of the technology tools and platforms already developed into a Career Passport prototype in support of the Career Education Master Plan, and designing and building a cloud-based common enterprise system available to all 116 colleges that can fully support and integrate all of these tools across our system and with four-year systems and institutions. To achieve the complex tasks for a system as large as the California Community Colleges, the Phase 1 foundation portion of Phase 1 will be mapped out over two years.

Once this systemwide technology is implemented, the Chancellor’s Office will work with California Community Colleges to adopt universal free transcripts for all students.

### **Expand Credit for Prior Learning Policies and Infrastructure**

(\$50 million one-time Proposition 98, \$7 million ongoing Proposition 98, \$150,000 ongoing non-Proposition 98)

Across California’s community colleges, over 61% of students are working learners, many of whom arrive at colleges with extensive experience and training. The California Community Colleges seeks to expand its efforts to provide credit for prior learning (CPL) to students who have gained skills and knowledge outside the classroom. CPL gives students a jumpstart on completing their degree and entering the workforce, with some students saving an average of six to 10 months.

To accomplish scaling of CPL, the Chancellor’s Office seeks \$50 million in one-time funding to institutionalize the awarding of credit for prior learning within the California Community Colleges. The funding will be used to develop and beta test an outcomes-based funding model that will provide an allocation to colleges for awarding and transcription CPL. This will require an additional full-time Community College Program Analyst (CCPA) position in the Chancellor’s Office to strengthen subject matter expertise for Admissions & Records and provide technical assistance to colleges. The goal is to ensure seamless integration of CPL into the enrollment process, including the scaling of awarding and transcribing CPL, streamlining application support, and coordinating with faculty.

The outcomes-based funding model is envisioned to incentivize colleges transcribing CPL as course equivalents and ensuring that CPL helps student meet timely completion of degrees and certificates. To accomplish this, the Chancellor’s Office will integrate three

critical technology platforms—Common Data Cloud, MAP, and eTranscript. This will require an additional full-time Community College Program Analyst (CCPA) position in the Chancellor’s Office to strengthen subject matter expertise for Admissions & Records and provide technical assistance to colleges. The goal is to ensure seamless integration of CPL into the enrollment process, including the scaling of awarding and transcribing CPL, streamlining application support, and coordinating with faculty.

### **Expand Rising Scholars Network for Adult Justice-Involved Students**

(\$10 million ongoing Proposition 98)

The California Community Colleges are committed to serving students who have been impacted by the criminal justice system. Colleges supporting these students proudly form the Rising Scholars Network (RSN). Through RSN, our colleges provide degree-granting programs in correctional facilities and on-campus support for students who have experienced the criminal justice system. The programs currently serve over 90 facilities across the state, including youth facilities, state prisons, county jails, and federal prisons. In Spring 2022, our programs served 15,667 students and facilitated 33,372 enrollments. Our goal is to expand the program to provide educational opportunities to all incarceration facilities in California, and we are requesting two actions toward that goal:

- An increase of \$10 million in the annual allocation for the RSN, with the additional funds specifically dedicated to supporting adult justice-involved students; and
- Removal of the cap that currently limits participation in the RSN to 50 colleges.

With over 200,000 people currently incarcerated in California, there is a critical need for educational support for this population. Expanding the number of colleges served by the RSN Program will significantly enhance the program's reach and impact, fostering a stronger culture of academic support and success for incarcerated and formerly incarcerated students, and contributing to a more equitable and inclusive higher education landscape. These changes will enable more colleges to access the grant and facilitate the institutionalization and sustainability of the program, expanding educational opportunities for justice-impacted students across the state in alignment with Vision 2030.

### **Increase Support for Burden-Free Instructional Materials**

(\$875,000 ongoing Proposition 98, \$164,000 ongoing non-Proposition 98)

The Chancellor's Office is requesting \$1.039 million of ongoing yearly funds to support the coordination and work of systematic Open Education Resources (OER) development, curation, and maintenance, which will reduce or eliminate student textbook costs. Each

year, this will provide \$875,000 funding for the Academic Senate for California Community Colleges (ASCCC) Open Education Resources Initiative (OERI), as well as a specialist position (\$164,000) in the Chancellor's Office directly responsible for OER support and infrastructure, enabling the statewide wide growth, expansion, and updating of general education and program course OER materials. This collaborative work includes coordinating OER activities in the community colleges, including content curation, review, modification, and development; curating and developing ancillary resources; supporting a statewide OER platform and infrastructure for ease of use and data utilization; and providing support to address copyright, accessibility, technical, and other related issues. This effort also includes supporting a network of local OER Liaisons (OERLs) as advocates who have served to connect local colleges with the OERI and centrally hosted support systems across the state. This funding will support a necessary, sustainable infrastructure for OER materials development. Without continued OERI funding, ASCCC-coordinated efforts will end by June 2025 and the financial benefit to students will be greatly diminished.

Additionally, as part of this request, the Chancellor's Office proposes statutory language changes to the Zero-Textbook Cost (ZTC) program established in 2021 to effectively guide the remaining ZTC resources. This change would establish permissions for the Chancellor's Office to contract with organizations to create a statewide, sustainable, systematic OER infrastructure in the context of emergent technologies in AI, the proliferation of OER materials coordinated through the ASCCC OERI, and the success of coordinated ZTC grant efforts. This amendment will support community college baccalaureate degree pathways in receiving ZTC funding, and eliminating the nonduplication clause will remove barriers to expanding OER pathways across similar degree programs statewide. Lastly, we are requesting statutory updates to align the definition of course materials established by AB 607 (Kalra, 2023) with the definition included in proposed Burden-Free Instructional Materials regulations.

## **Chancellor's Office Capacity**

### **Restore Chancellor's Office Funding and Build Capacity**

(\$3.5 million ongoing non-Proposition 98)

This Request also highlights critical non-Proposition 98 investments to build capacity within the Chancellor's Office, which is responsible for supporting the largest and most diverse higher education system in the country. The Chancellor's Office functions include leadership to advance equitable student outcomes, support, and guidance to nearly 90,000 system faculty and staff, and accountability for state and federal laws and regulations. Of specific importance to California's economic goals is the ability for the

Chancellor’s Office to advance equitable educational reforms and workforce pathways and partnerships that will help students thrive and succeed.

The 2024 State Budget included a 7.95% across-the-board decrease to the Chancellor’s Office operational budget, translating to roughly a \$2.1 million cut. A reduction of this magnitude inhibits the ability of the system office to support colleges in implementing student-centered, equity-driven policy change. Major new legislation related to remedial education, transfer pathways, expansion of financial aid eligibility to underserved student populations, and more, have all required significant guidance and oversight from the Chancellor’s Office. This workload will not simply go away if the reduction is implemented—it will simply have to be absorbed and performed by fewer staff, who will also be responsible for implementing any new program mandates passed by the Legislature in future years.

The California Community Colleges call for a restoration of the Chancellor’s Office operational budget to ensure it has the resources and staffing capacity to implement programs and policies with fidelity. Additionally, the California Community Colleges support the addition of new staff positions for the Chancellor’s Office to implement the Vision 2030 priorities and advance the state’s Career Education Master Plan.

### **Vice Chancellor of Information Technology and Digital Transformations**

The Chancellor’s Office requests a Vice Chancellor of Information Technology and Digital Transformations position (Information Technology Manager I) who would be responsible for developing the infrastructure using emerging technologies to advance the goals of the state’s Career Education Master Plan and Vision 2030.

### **Vice Chancellor of Innovation and Strategic Partnerships**

The Chancellor’s Office is seeking a Vice Chancellor of Innovation and Strategic Partnerships to work with public and private sector organizations to enhance the outcomes for Vision 2030. A key aspect of achieving these outcomes involves establishing agreements and sharing data with state agencies, county organizations, nonprofits, and businesses. This collaboration will help create system-level solutions that bring innovations—such as basic needs support and social safety nets—from the margins to the mainstream, enabling scalable and equitable solutions.

### **Assistant Vice Chancellor of Workforce Development**

The Chancellor’s Office requests an Assistance Vice Chancellor of Workforce Development to support the implementation of Vision 2030. The position will play a key role in leading apprenticeship program expansion, and implementing the Carl D. Perkins Technical Education Act of 2018, nursing program support, Strong Workforce, and economic and

workforce development. The role will be essential for the coordination of career education program activities with other educational segments, and maintaining liaison with educational, governmental, and private officials and organizations. They will help lead compliance with related standards, state and federal laws, rules, regulations, Board of Governors actions, and Agency policies and procedures. Importantly, they will be key to scaling proven field practices and demonstration projects to ensure systems change.

### **Assistant Vice Chancellor of Operations and Special Initiatives**

The Chancellor's Office requests a Director of Operations and Special Initiatives to support the implementation of Vision 2030. The position will play a critical role in coordinating the actions and goals of Vision 2030, and specifically support the systems preparation to address the impacts of artificial intelligence. The Director will support the system to have the tools, resources, and policies necessary to benefit from artificial intelligence, but also help to protect against its potential harms. Ongoing workload to shape the future of ethical, transparent, and trustworthy AI, while remaining the world's AI leader, is critical to the implementation of Vision 2030 and the future of higher education in California.

### **Security and Infrastructure Engineers**

*(IT Specialist II)*

The position would be responsible for security, infrastructure, and cloud architecture. Responsible for implementation and management of security and infrastructure systems necessary to maintain IT operations and capabilities outlined in the Cal-Secure roadmap. The position would support Independent Security Assessment (ISA) activities of the Cal-Secure Oversight LifeCycle. The position analyzes incident-related data and determine the appropriate response; design new architectures, and solutions that will support security requirements; develop change management standards or requirements; create backup and recovery strategies; conduct disaster and recovery analysis, planning, implementation, and administration for systems.

### **Risk Management**

*(1.0 IT Specialist II)*

The position would be responsible for identifying cybersecurity threats and privacy-related issues and implementation of the information security program policies, procedures, and standards as outlined in Government Code 11549.3. The position manages technologies necessary to increase the Chancellor's Office information security program compliance.

### **Staff Services Specialist**

The position would be responsible for methodically planning, organizing, and coordinating the Chancellor’s Office outreach activities, including in-person and virtual events, inter-agency collaborations, and stakeholder meetings, with a special focus on Vision 2030 and engaging executive cabinet leaders. The incumbent will collaborate with district administration, groups, and individuals in connection with the coordination of Chancellor’s Office Executive Cabinet activities.

### **Multi-Year Requests**

#### **Complete the Statewide Technology Transformation (Phase 2)**

The California Community Colleges requests funding for Phase 2 of the Common ERP transition to support implementation, college and district transition costs, and product testing and updates during the implementation period. Completion of this transformation will forge the foundation of our system’s support of the Career Passport and the Career Education Master Plan, allowing the automated transfer of student data as they move between institutions, both within the California Community Colleges and when students transfer to four-year institutions. Additionally, standardizing and streamlining data collection would lead to fewer errors, consistent reports, and reduce data knowledge gaps and provide a powerful platform for the development of real-time student-facing tools and supports as well as statewide accountability measures. Further, it will help provide all students, staff, and faculty to have a shared, standard, robust, and secure technology experience across the state and support their seamless transition between institutions, enhancing student and faculty experiences as they only need to learn and interact with one system rather than multiple systems used across the colleges. Moving to a more robust and secure statewide system will have positive impacts systemwide, but especially for small and rural colleges, as well as low-income students and students of color, mitigating their unequal access to technology. However, meaningful benefits in reduced workload, reduced operating costs, heightened information security, and improved user experiences for students, faculty, and staff will be felt systemwide.

This proposed request would seek to complete the California Community College technology transformation. Phase 2 is the second of a two-phased project to build, test, implement and train staff statewide on cloud-based common enterprise system across 116 colleges to complete full implementation systemwide, building upon the work of Phase 1 but moving funds to increased testing, implementation support, and district transition costs as the foundational informational initiatives and development completes in Year 3.

## **Commence Initial Implementation of the Cal Grant Equity Framework**

The Cal Grant Equity Framework, included in the 2022-23 State Budget, would have streamlined the Cal Grant program, removed barriers for low-income students, expanded access awards to foster youth and parents, enabled more students to apply for CalFresh, and more. The Framework was targeted for implementation in 2024-25 but was left out of the budget due to the projected deficit. We urge the Legislature and the Governor to prioritize the modernization and expansion of the Cal Grant program for all low-income community college students, starting with the 2025-26 State Budget. Implementing the Cal Grant Equity Framework would significantly increase the number of community college students receiving aid. It would ensure that student parents, low-income students, foster students, and others with financial need could focus on their academic goals, ultimately increasing completion rates.

## **Increase Support for Part-Time Faculty Health Insurance Program**

The Community College Part-Time Faculty Health Insurance Program is intended to encourage community college districts to offer health insurance for part-time faculty. Variable participation across the system creates inequitable treatment of part-time faculty, especially of those working in multiple districts. This proposal seeks to increase support for the program to encourage greater participation and provide adequate funding. Without state action, disparities in healthcare access for part-time faculty will persist, potentially affecting faculty retention and student outcomes. The Chancellor's Office is currently engaged in a study that will provide detailed recommendations for implementation of a sustainable and reliable statewide pool for community college part-time faculty health insurance. The study is expected to be completed in October 2024; therefore, this proposal is considered a multi-year request to allow time to consider the study's recommendations and further engage with system stakeholders.

## **APPENDIX C: 2025-26 SYSTEM LEGISLATIVE REQUEST DETAILS**

### **Student Supports**

#### **Streamline California Work Opportunity and Responsibility to Kids (CalWORKs) Program Eligibility**

The CalWORKs program helps community college students prepare for employment by providing vital services such as work study, job placement, childcare, skills training, and case management support. These services help students reach self-sufficiency and



economic mobility. Yet, certain program requirements limit the effectiveness of the program.

First, students are only eligible for CalWORKs if they are currently receiving the cash-aid portion of the CalWORKs program administered by the county. In California, cash aid under CalWORKs is restricted to a 60-month lifetime limit for most adults; however, children under the age of 18 years old may be eligible for cash-aid. Restricting CalWORKs access to adults who have timed out of cash-aid disproportionately impacts adult community college students and limits their access to crucial services at a time when they need it the most. The compounded effect of losing cash-aid benefits and being ineligible for the CalWORKs program results in an overwhelming disruption to their family stability and chances of academic success.

Second, only the Temporary Assistance for Needy Families (TANF) portion of funding for the CCC-CalWORKs program can be used to provide direct aid to CCC-CalWORKs students. The current legislative language does not provide the same kind of flexibility for the Proposition 98 portion of the program funding. This severely limits colleges' ability to provide adequate resources to CCC-CalWORKs students. Funds can help students pay for technology and equipment that are essential for their academic studies, including laptops, internet access, and software applications. CCC-CalWORKs students are typically single parents with childcare needs who may be unable to visit the college computer lab during evenings and weekends.

A final challenge is the requirement that employers provide a 25% match for work study wages, which serves as a disincentive for employers to participate in the program. There is no such match requirement for federal work study, and aligning to federal requirements would provide a greater incentive for off-campus employers to participate. This will increase the number of students who are placed in work study opportunities that align with their educational and career goals. Therefore, we are proposing several actions to address these challenges and make the program more effective, including legislative changes to:

- Expand program eligibility to include CalWORKs recipient families, specifically adults who have timed out of CalWORKs cash-aid but have dependents who are currently receiving CalWORKs cash-aid and services;
- Allow the Proposition 98 portion of the CCC-CalWORKs program funding to be used for direct aid; and
- Remove the employer match requirement for work study funds.

These changes to the CCC-CalWORKs program would promote Vision 2030 outcomes by increasing access to critical educational supports for low-income parenting students in need, strengthening the financial supports provided to program participants, and expanding participants' opportunities for experiential and work-based learning to enhance social and economic mobility.

### **Implement CalFresh Master Memorandum of Understanding**

Data sharing between community colleges and social service agencies can facilitate student access to basic needs that are essential to their retention and academic success. This proposal would authorize the establishment of a master, statewide memorandum of understanding (MOU) between the Chancellor's Office and the California Department of Social Services (CDSS) to share data regarding the number of California community college students applying for and receiving CalFresh benefits. A statewide MOU would streamline the process of gathering Basic Needs program (CalFresh) data, eliminate duplicative work across systems, minimize potentially inaccurate data reporting, and reduce the student burden to access basic needs services. Provisions of AB 2627 (Bauer-Kahan, 2022) allow community college districts to establish data sharing MOUs with their local county CalFresh agencies to share electronically collected personal information regarding student CalFresh uptake and potential eligibility, and this proposal seeks to expand the same authorization to the Chancellor's Office and CDSS. The Chancellor's Office currently has an existing, longstanding data sharing MOU with CDSS, which could easily be amended to include CalFresh data.

The proposed MOU would promote Vision 2030 outcomes by bringing financial support to students through policy reform (e.g., Cal Grant, Pell, work-study, basic needs) and aligning the flow of data across systems of education and public social services to remove barriers that hinder access and persistence. It would also allow the Chancellor's Office to meet the reporting requirements established in SB 117 (Budget, 2023) and gain critical insights to inform strategies to actively support students to apply for and receive CalFresh.

### **Eliminate Structural Barriers to Residency**

Our 2024-2025 System Budget Proposal included a commitment to review all nonresident laws and structures that may be impeding college access for nonresident students. The Chancellor's Office has identified 20 policies that automatically entitle students to California residency and 19 laws that provide students with an exemption from the payment of nonresident tuition. An early review of these laws shows potential areas of duplication and confusion for students, potentially creating challenges for both

practitioners and students. While our analysis may not result in a formal policy change, it is important to share our findings and start a discussion about ways we can address any challenges. We will continue to explore ways to streamline these policies to ensure they are truly providing equitable access to higher education for students who may not satisfy the narrow requirements for residency and eligibility for nonresident tuition exemptions. We will work collaboratively with the other higher education segments to ensure these benefits are transferable across academic and degree pathways.

## Academic and Career Pathways

### Clarify Systemwide Academic Renewal Policies

Academic Renewal policies enable students to alleviate the impact of past substandard grades by disregarding them in grade point average (GPA) calculations, thereby improving academic standing and facilitating progress toward graduation, certification, or transfer to four-year institutions. Despite their potential benefits, Academic Renewal policies vary widely across colleges in the amount of coursework that can be alleviated, the required GPA, and the elapsed time since the substandard grades were earned. This variability creates inequities and hinders the effectiveness of Academic Renewal as a tool for student success. It can negatively affect completion and transfer rates. The wide range of procedures and practices across the state create significant burdens for students, especially those who have attended multiple institutions. This proposal aims to create a uniform Academic Renewal policy across all California Community Colleges by amending Title 5 regulations. The proposal is unlikely to result in new legislation, as the issue can be resolved by amending the existing Title 5 regulations to require a more uniform and consistent policy. To achieve this outcome, the California Community Colleges will leverage participatory governance processes to reach consensus on the necessary regulatory changes.

## APPENDIX D: CONTEXT FOR SYSTEM CLIMATE AND ENERGY PROJECTS

### Clean Energy Training Facilities

The purpose of the Clean Energy Training Facilities initiative is to construct facilities that will train prospective workers in clean energy, including offshore wind energy. As California continues to lead in renewable energy, the demand for skilled workers in clean energy sectors, particularly offshore wind, is increasing. The Vision 2030 plan recognizes the importance of equipping community colleges with the necessary infrastructure to provide this training. There are several barriers to advancing clean energy education, including outdated infrastructure and insufficient funding for specialized programs.

Addressing these barriers is essential to ensure that all students, especially those from marginalized communities, can participate in and lead California's green economy.

Relevant sections of SB 867 include \$475 million for offshore wind generation development, administered by the State Energy Resources Conservation and Development Commission. The California Community Colleges requests \$10 million from this allocation and will discuss the specifics with the administering agency. Additionally, the bond includes \$325 million for clean energy transmission projects, administered by the California Infrastructure and Economic Development Bank and the State Energy Resources Conservation and Development Commission. The Chancellor's Office aims to ensure direct appropriation of funds to itself upon allocation and plans to engage with the Governor's Office for allocation discussions.

## **Climate and Fire Management Training**

The Climate and Fire Management Training initiative aims to renovate or construct facilities and purchase equipment to train workers in forest and wildfire management, climate-smart agriculture, home hardening, fire-resistant landscaping, and water treatment. With increasing wildfire incidents and climate impacts, there is a critical need for specialized training in climate and fire management. Community colleges play a pivotal role in providing this education. However, existing barriers such as restrictive enrollment criteria and limited access to career counseling services hinder progress. The Vision 2030 plan emphasizes removing these barriers to provide equitable access to all students.

Relevant sections of SB 867 include \$1.2 billion for improving local fire prevention capacity and forest health, administered by the Natural Resources Agency. We will coordinate with the administering agency to request \$75 million from the allocation. Additionally, there is \$870 million for grant programs to protect and enhance fish and wildlife resources, administered by the Wildlife Conservation Board, and \$50 million for technologies to improve wildfire detection and assessment, administered by the Department of Forestry and Fire Protection. The Chancellor's Office will engage with the administering agencies to determine partnership and funding opportunities for our colleges.

## **Microgrids for Community Resilience**

The purpose of the Microgrids for Community Resilience initiative is to install microgrids at community colleges to enhance community resilience during power outages and natural disasters. Microgrids are essential for maintaining power during emergencies, thereby supporting community resilience. The Vision 2030 plan includes microgrid

installations at community colleges to ensure they can serve as critical hubs during crises. Overcoming barriers such as insufficient funding and technological gaps is crucial to implement these projects effectively.

Relevant sections of SB 867 include \$325 million for clean energy transmission projects, administered by the California Infrastructure and Economic Development Bank and the State Energy Resources Conservation and Development Commission.

Additionally, there is \$50 million for projects reducing the impact of extreme heat, urban heat island effect, and building community resilience, administered by the Office of Planning and Research's Extreme Heat and Community Resilience Program. Moreover, there is \$60 million for creating community resilience centers, administered by the Office of Emergency Services and Strategic Growth Council. The Chancellor's Office will discuss partnership and funding opportunities with the administering agencies and the Governor's Office.

## **APPENDIX E: 2024 UNFUNDED LEGISLATIVE AND BUDGET ACTIONS**

### **Increase Support for Part-Time Faculty Office Hours Program**

(SB 155, \$64 million ongoing Proposition 98)

Part-time faculty teach 70% of courses in the California Community Colleges, so investments to allow these faculty to hold office hours are essential to providing equitable support for students across all colleges. Budget trailer bill legislation in 2024 increased the allowable state reimbursement from 50% to 90% of college costs for part-time faculty office hours, but funding for that level of reimbursement has not yet been provided. This request seeks to increase state funding for the Community College Part-Time Faculty Office Hours Program to fully fund the 90% reimbursement to colleges.

Increasing state funding to 90% of program costs will enable districts to offer more paid office hours for part-time faculty, improving student access to academic support and addressing faculty equity issues. Research shows that student-faculty interaction outside the classroom is a key factor in student retention and success. The proposed investment will help create the institutional capacity for progress in closing equity gaps and improving student outcomes. It directly supports student success by increasing opportunities for one-on-one academic support and mentoring. It also advances faculty equity by improving working conditions and compensation for part-time faculty.

## **Training and Policies to Ensure Equity in Student Supports**

(AB 2193 and AB 2821, \$450,000 one-time non-Proposition 98)

AB 2193 (Holden) requires educational institutions to take reasonable steps to prevent student hazing, including the development of a comprehensive prevention and outreach program that informs students of the campus's anti-hazing policy. This bill is intended to protect a student's well-being, allowing them to remain safe from harmful practices that can deter their long-term educational success. AB 2821 (Grayson) requires the Chancellor's Office, in collaboration with community college districts, to establish a Disability Access and Compliance Training Program that informs practitioners of reasonable accommodations and supportive services available to students with disabilities, broadening their access to these supports.

The California Community Colleges request a one-time budget investment of \$450,000 within the Chancellor's Office to provide the appropriate expertise and knowledge regarding these policies. These resources would allow the Chancellor's Office to develop model training programs and procedures that are responsive to local conditions and needs, while providing flexibility for colleges to tailor them for their specific student populations.

## **Greater Accessibility, Information, Notice, and Support (GAINS) for Student Parents Act Model Policy**

(AB 2458, \$150,000 one-time Proposition 98)

In 2022, California policymakers enacted AB 2881 (Berman) to remove certain policy barriers to academic success and degree attainment for student parents. AB 2458 (Berman) builds on AB 2881 to strengthen access to financial aid for student parents by requiring the Chancellor's Office to disseminate policy guidance that provides information regarding the actual cost of attendance for student parents. This policy guidance must also include model instructions on how to: 1) identify student parents for financial aid purposes; 2) update cost of attendance information using student-friendly language; and 3) explain the financial aid and affordable childcare options available to student parents. Upon receipt, AB 2458 requires community colleges to implement the policy guidance and model instructions.

The California Community Colleges seek a one-time budget allocation of \$150,000 for the Chancellor's Office to develop the policy guidance and model instructions, in consultation with a broad range of practitioners and stakeholders. This investment will help ensure student parents receive financial aid awards that reflect their true cost of college.

## **Part-Time Faculty Health Insurance Program Augmentation**

(AB 2277, funding amount to be determined)

Currently, community college adjunct faculty are limited to teaching between 60% to 67% of a full-time faculty assignment, which can hinder their ability to effectively serve students. AB 2277 increases the maximum teaching load for adjunct faculty to 80% to 85%, while clarifying that, in all cases, all workload must average less than 30 hours per week to avoid triggering employer-sponsored health insurance requirements under the Affordable Care Act (ACA). However, there is an increased need for office hours, trainings, and faculty meetings associated with a higher teaching load.

The California Community Colleges request an ongoing increase to the Part-Time Faculty Health Insurance Program to compensate districts for the limited set of cases and circumstances that may still trigger ACA requirements for adjunct faculty under AB 2277. While the program is currently undersubscribed, greater participation is likely as more districts and part-time faculty unions finalize negotiations regarding participation and policy barriers are removed.

## **Expanding Access to Dual Enrollment Opportunities**

(AB 359 and SB 1244, \$342,000 ongoing non-Proposition 98)

Through dual enrollment, community colleges are helping high school students get a head start on their career journeys by earning college credits before they graduate. This year, the Legislature has introduced two bills to streamline student participation in the College and Career Access Pathways (CCAP) program. The first, AB 359 (Holden), makes several changes to CCAP requirements by simplifying the application process, clarifying available courses, and removing institutional barriers that impede student access. The second bill is SB 1244 (Newman), which would enable stronger partnerships across schools and community colleges and ensure students are not denied chances to participate in CCAP simply because of their geography.

Since the initial creation of CCAP in 2016, the Chancellor's Office has provided technical assistance, shared evidence-based best practices, and resolved implementation challenges using only existing staff capacity. The California Community Colleges request an ongoing budget allocation of \$342,000 within the Chancellor's Office to monitor dual enrollment developments, trends, and strategies and support colleges in scaling up the student-centered practices required under AB 359 and SB 1244. This investment will allow the system to create new and innovative career pathways that bridge the gap between secondary and postsecondary education, based on Chancellor's Office evaluations, research, and analysis.

## **Equitable Implementation of Title IX Policies**

(AB 1575, AB 1905, and SB 1491, funding amount to be determined)

Introduced during the 2024 Legislative Session, the Title IX Call to Action includes a package of seven bills that are intended to provide all students with an educational environment that is free from discrimination based on sex, race, color, religion, or national origin. By creating the conditions for a safe, inclusive, and non-discriminatory environment and offering appropriate supports and resources, community colleges can foster an equity-centered culture that provides students with academic success and career readiness.

To address the urgent need to strengthen Title IX policies, the California Community Colleges request ongoing budget resources for the Chancellor's Office to provide technical assistance, develop best practices consistent with the intent of the Title IX legislative package, and monitor compliance through reporting and audits. The Chancellor's Office will support the equitable implementation of three bills included in the Title IX package: AB 1575 (Irwin), AB 1905 (Addis), and SB 1491 (Eggman). These bills require community colleges to create new trauma-informed policies, and additional guidance from the Chancellor's Office will enable the effective development of these reforms across all institutions.

## **Program Length Requirements for Title IV Eligibility**

(Funding amount to be determined)

Recent federal regulations on program length restrictions for Gainful Employment (GE) programs represent a significant shift in ensuring educational programs align with state licensure requirements. These changes, part of a broader effort to improve student outcomes and reduce unnecessary costs, restrict GE program lengths to 100% of the state's minimum educational requirements for licensure, a departure from the previous 150% allowance. Although a preliminary injunction currently halts the enforcement of these regulations, it remains crucial for institutions to review and streamline their programs in anticipation of future compliance and support equitable student success.

The California Community Colleges seek a one-time budget investment for the system to engage in a comprehensive review of all clock hour programs in collaboration with Curriculum Chairs, Career and Technical Education deans and faculty and modify curriculum to better align with the state's minimum educational requirements. This will enable improved program outcomes and lower student completion time.



## APPENDIX F: SYSTEM LEGISLATIVE CLEAN-UP REQUESTS

### California Apprenticeship Initiative

The California Apprenticeship Initiative (CAI) was launched in 2016 to provide grants to community colleges, school districts, and their partners to establish new registered apprenticeship and pre-apprenticeship programs. Currently, CAI funds that are used to purchase instructional materials for students constitutes an unauthorized “gift of public funds.” We seek changes to the budget bill control sections for CAI funds to authorize those dollars to be used toward the purchase of instructional materials, and to grant the Chancellor’s Office additional flexibility in the use of the funds.

### California College Promise Program (AB 19)

The California College Promise Program authorizes colleges to waive enrollment fees for first-time or returning students who are enrolled full time for up to two academic years. Students are prohibited from receiving a fee waiver if they previously earned a degree or certificate from a postsecondary educational institution, which conflicts with the system’s goals to expand stackable credentials. The California Community Colleges will pursue clarifying changes to the Promise Program to specify that students who earned a degree or certificate from a postsecondary educational institution prior to their initial application for the fee waiver must remain eligible.

### Systemwide Reporting Requirements

As originally described in the 2024-25 System Budget Proposal, the Chancellor’s Office is mandated to submit more than 50 reports to the Legislature on an ongoing basis, most of them annually. Some of these reports require a summary of each college’s efforts to implement a specific policy, which requires significant time and resources to compile. This year, the Chancellor’s Office worked closely with legislative leaders to consolidate and streamline requirements for several reports, some of which were included in AB 176 (Budget), but more work remains. We will continue working with the Legislature and Administration to streamline reporting requirements and alleviate workload burdens.

### California General Education Transfer Curriculum

AB 928 (Berman, 2021) requires the Intersegmental Committee of the Academic Senates (ICAS) to establish a singular general education transfer pattern. Known as the California General Education Transfer Curriculum (Cal-GETC), all three segments will implement this pathway commencing with the 2025-26 academic year. The California Community

Colleges will pursue statutory changes to replace or remove outdated references to other general education pathways.

### **Foster and Kinship Care Education**

The Foster and Kinship Care Education (FKCE) Education Program provides foster parents with educational opportunities to develop parenting and caregiving skills. We seek changes to the FKCE Program to align with a new interagency agreement between the Chancellor’s Office and the California Department of Social Services and updated systemwide terminology.

### **Cross-Enrollment for California Virtual Campus Courses**

The California Virtual Campus (CVC) allows students to enroll in online courses offered by another community college district. The California Community Colleges requests changes to the CVC statute to remove access barriers, thereby allowing more students to reach their educational goals more quickly.



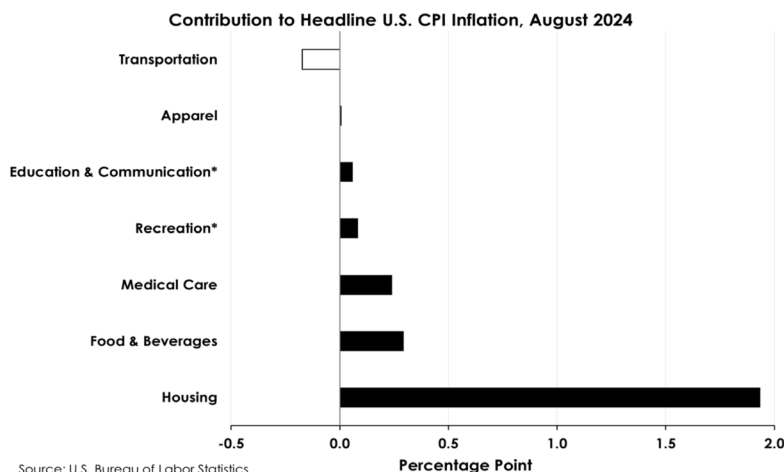
# Finance Bulletin

Joe Stephenshaw, Director

## Economic Update

U.S. real GDP grew at a 3-percent seasonally adjusted annualized rate (SAAR) in the second quarter of 2024, revised up from 2.8 percent in the initial estimate and up from 1.4-percent growth in the previous quarter. The upward revision was driven mainly by a 0.4-percentage point increase in personal consumption, which contributed 2 percent of overall GDP growth. The gain in personal consumption was partially offset by small negative revisions in net exports of goods and services, fixed investment, and changes in private inventories.

U.S. headline inflation slowed to 2.5 percent year-over-year in August 2024, down 0.4 percentage point from July 2024 and its lowest level since February 2021. Core inflation—which excludes food and energy—remained unchanged at 3.2 percent year-over-year. Shelter inflation—which includes owners' equivalent rent and residential rent—ticked up to 5.2 percent from 5.1 percent in July, and its rate of deceleration has slowed in recent months.



## LABOR MARKET CONDITIONS

- In August 2024, the U.S. unemployment rate inched down by 0.1 percentage point to 4.2 percent as the civilian labor force and household employment increased by 120,000 and 168,000 persons, respectively, while civilian unemployment declined 48,000 persons. The U.S. added 142,000 nonfarm payroll jobs in August, with eight sectors gaining jobs, driven by private educational and health services (47,000) and leisure and hospitality (46,000), followed by construction (34,000), government (24,000), financial activities (11,000), professional and business services (8,000), trade, transportation, and utilities (2,000), and other services (1,000). Two sectors lost jobs in August: information (-7,000) and manufacturing (-24,000) while mining and logging had no employment change in the month.
- California's unemployment rate ticked up 0.1 percentage point to 5.3 percent in August 2024, as the state's labor force and civilian household employment increased by 20,000 and 9,000 persons, respectively, and unemployment increased by 11,000 persons. California added 6,800 nonfarm payroll jobs in August 2024 in five sectors led by leisure and hospitality (6,800), followed by private education and health services (4,900), other services (3,900), professional and business services (3,800), and trade, transportation, and utilities (2,900). The remaining six major sectors lost jobs in August driven by information (-5,100) and manufacturing (-4,700), followed by construction (-3,300), government (-2,200), mining and logging (-100), and financial activities (-100).

## BUILDING ACTIVITY

- Year-to-date through July 2024, California has permitted 104,000 housing units (SAAR), unchanged from June 2024 and down 2.1 percent from a year ago in July 2023. July year-to-date annualized total permits consisted of 61,000 single-family units and 43,000 multi-family units, up 13.1 percent and down 17.7 percent from the previous year, respectively.
- The statewide median sale price of existing single-family homes decreased to \$888,740 in August 2024, up 0.2 percent from the previous month, and up 3.4 percent from \$859,800 in August 2023. Sales of existing single-family homes in California were 254,820 (SAAR) in August 2024, down 8.9 percent from July 2024, and little changed from August 2023.

## MONTHLY CASH REPORT

Preliminary General Fund agency cash receipts were \$710 million, or 5.5 percent, above the Budget Act forecast for August. Strength in August was driven by sales tax and personal income tax which exceeded the forecast by \$435 million and \$332 million, respectively. The August overage in sales tax receipts follows a shortfall of \$306 million in July as a larger-than-anticipated portion of July cash receipts shifted to August. Strength in personal income tax was primarily due to withholding exceeding the forecast by \$225 million and refunds being \$140 million less than expected. There were no major payment due dates for non-withholding personal income tax and corporate income tax in August. Cumulatively since April when the forecast was finalized, preliminary General Fund agency cash receipts were \$4.9 billion above projections. This includes an overage of \$3.2 billion attributed to cash collected during the 2023-24 fiscal year.

- Personal income tax cash receipts were \$332 million, or 4.1 percent, above forecast in August and \$2.1 billion above forecast cumulatively since April. Withholding contributed \$225 million to the August personal income tax overage and withholding receipts were \$766 million above forecast cumulatively since April. Year-to-date withholding growth for the first eight months of the calendar year was 8.5 percent, on track to outpace the 6.5-percent growth projected for the entire year. Additionally, refunds were \$140 million lower than projected in August and \$664 million lower cumulatively since April. Non-withholding payments were \$34 million below forecast in August but they remain \$740 million above forecast cumulatively since April with estimated payments and final payments contributing \$446 million and \$212 million to the cumulative overage, respectively.
- Corporation tax cash receipts were \$1 million, or 0.4 percent, below forecast in August as strength in estimated payments and other payments were offset by lower pass-through entity elective tax (PTET) payments and higher refunds. Corporation tax receipts remain \$1.9 billion above forecast cumulatively since April, primarily due to other payments exceeding the forecast by \$884 million and higher estimated payments of \$669 million.
- Preliminary sales and use tax receipts were \$435 million, or 12.1 percent, above forecast in August. This strength in August is primarily related to the timing of collections as higher-than-expected cash receipts shifted from July to August. August includes a portion of the payments related to the final payment for the second quarter of 2024, which was due on July 31, and the first prepayment for the third quarter of 2024. Sales tax receipts were \$133 million above forecast cumulatively since April.

### 2024-25 Comparison of Actual and Forecast Agency General Fund Revenues (Dollars in Millions)

Revenue Source	AUGUST 2024				2024-25 YEAR-TO-DATE			
	Forecast	Actual	Difference	Percent Difference	Forecast	Actual	Difference	Percent Difference
<b>Personal Income</b>	<b>\$8,057</b>	<b>\$8,389</b>	<b>\$332</b>	<b>4.1%</b>	<b>\$15,221</b>	<b>\$15,975</b>	<b>\$754</b>	<b>5.0%</b>
Withholding	7,919	8,144	225	2.8%	15,074	15,286	212	1.4%
Estimated Payments	263	281	17	6.6%	492	629	137	27.7%
Final Payments	259	238	-22	-8.3%	444	497	53	11.8%
Other Payments	465	436	-30	-6.4%	821	999	179	21.8%
Refunds	-688	-548	140	-20.4%	-1,312	-1,118	193	-14.7%
MHSF Transfer	-144	-150	-6	4.1%	-262	-286	-24	9.3%
<b>Corporation</b>	<b>\$277</b>	<b>\$276</b>	<b>-\$1</b>	<b>-0.4%</b>	<b>\$799</b>	<b>\$1,644</b>	<b>\$846</b>	<b>105.8%</b>
Estimated Payments	186	214	27	14.7%	686	1,237	551	80.3%
PTET Payments	128	71	-57	-44.5%	221	202	-20	-8.9%
Other Payments	203	272	69	34.1%	403	657	254	62.9%
Refunds	-240	-281	-41	17.0%	-512	-450	61	-11.9%
<b>Sales &amp; Use</b>	<b>\$3,585</b>	<b>\$4,020</b>	<b>\$435</b>	<b>12.1%</b>	<b>\$5,249</b>	<b>\$5,378</b>	<b>\$128</b>	<b>2.4%</b>
<b>Insurance</b>	<b>\$719</b>	<b>\$776</b>	<b>\$56</b>	<b>7.8%</b>	<b>\$775</b>	<b>\$852</b>	<b>\$77</b>	<b>10.0%</b>
<b>Pooled Money Interest</b>	<b>\$241</b>	<b>\$163</b>	<b>-\$78</b>	<b>-32.3%</b>	<b>\$439</b>	<b>\$401</b>	<b>-\$37</b>	<b>-8.5%</b>
<b>Alcohol</b>	<b>\$32</b>	<b>\$32</b>	<b>\$0</b>	<b>-0.2%</b>	<b>\$75</b>	<b>\$76</b>	<b>\$1</b>	<b>1.4%</b>
<b>Tobacco</b>	<b>\$4</b>	<b>\$4</b>	<b>\$0</b>	<b>2.0%</b>	<b>\$7</b>	<b>\$7</b>	<b>\$0</b>	<b>-5.9%</b>
<b>Other</b>	<b>\$67</b>	<b>\$33</b>	<b>-\$34</b>	<b>-50.6%</b>	<b>\$162</b>	<b>\$94</b>	<b>-\$68</b>	<b>-42.2%</b>
<b>Total</b>	<b>\$12,983</b>	<b>\$13,692</b>	<b>\$710</b>	<b>5.5%</b>	<b>\$22,727</b>	<b>\$24,427</b>	<b>\$1,700</b>	<b>7.5%</b>

This is an agency cash report and the data may differ from the Controller's report to the extent that cash received by agencies has not yet been reported to the Controller. The personal income total includes Individual Shared Responsibility Penalty transfers. The forecast is from the 2024-25 Budget Act. General Fund agency cash receipts for the entire 2023-24 fiscal year were \$3.2 billion above the 2024-25 Budget Act forecast.

## SSC Community College Financial Projection Dartboard 2024-25 Enacted State Budget

This version of the School Services of California Inc. (SSC) Financial Projection Dartboard is based on the 2024-25 Enacted State Budget. We have updated the cost-of-living adjustment (COLA), Consumer Price Index (CPI), and ten-year T-bill planning factors per the latest economic forecasts. We have also updated the Student Centered Funding Formula (SCFF) factors. We rely on various state agencies and outside sources in developing these factors, but we assume responsibility for them with the understanding that they are general guidelines.

<b>SCFF PLANNING FACTORS</b>					
Factor	2023-24	2024-25 <sup>1</sup>	2025-26	2026-27	2027-28
Department of Finance Statutory COLA	8.22%	1.07%	2.93%	3.08%	3.30%
Growth Funding	0.50%	0.50%	TBD	TBD	TBD
SCFF Basic Allocation Increase	N/A	N/A	TBD	TBD	TBD
SCFF Base Funding Increase	N/A	N/A	TBD	TBD	TBD

<b>SCFF RATE FACTORS FOR 2023-24 AND 2024-25</b>		
	2023-24	2024-25
Base Credit	\$5,238	\$5,294
Supplemental Point Value	\$1,239	\$1,252
Student Success Main Point Value	\$730	\$738
Student Success Equity Point Value	\$184	\$186
Incarcerated Credit, Special Admit Credit, CDCP*	\$7,346	\$7,425
Noncredit	\$4,417	\$4,465

<b>OTHER PLANNING FACTORS</b>						
Factors		2023-24	2024-25	2025-26	2026-27	2027-28
California CPI		3.46%	3.23%	2.86%	2.81%	2.85%
California Lottery	Unrestricted per FTES**	\$177	\$191	\$191	\$191	\$191
	Restricted per FTES	\$72	\$82	\$82	\$82	\$82
Mandate Block Grant		\$35.37	\$35.75	\$36.80	\$37.93	\$39.18
Interest Rate for Ten-Year Treasuries		4.26%	3.89%	3.58%	3.60%	3.50%
CalSTRS Employer Rate <sup>2</sup>		19.10%	19.10%	19.10%	19.10%	19.10%
CalPERS Employer Rate <sup>2</sup>		26.68%	27.05%	27.60%	28.00%	29.20%
Unemployment Insurance Rate <sup>3</sup>		0.05%	0.05%	0.05%	0.05%	0.05%
Minimum Wage <sup>4</sup>		\$16.00	\$16.50	\$17.00	\$17.40	\$17.80

\*Career development and college preparation

\*\*Full-time equivalent student

<sup>1</sup>Applies to Adult Education, Extended Opportunity Programs and Services, Disabled Students Programs and Services, Apprenticeship, CalWORKs, Mandate Block Grant, Cooperative Agencies Resources for Education, and the Childcare Tax Bailout

<sup>2</sup>California State Teachers' Retirement System (CalSTRS) and California Public Employees' Retirement System (CalPERS) rates in 2024-25 are final, and the subsequent years' rates are subject to change based on determination by the respective governing boards

<sup>3</sup>Unemployment rate in 2024-25 is final based on determination by the Employment Development Department and the subsequent years' rates are subject to actual experience of the pool and will be calculated in accordance with California Unemployment Insurance Code Section 823(b)(2)

<sup>4</sup>Minimum wage increases are effective January 1 of the respective year

# LOS RIOS COMMUNITY COLLEGE DISTRICT

## BOARD OF TRUSTEES ANNUAL FALL RETREAT

<b>SUBJECT:</b> Recruitment and Hiring Update	<b>DATE:</b> October 4-5, 2024
<b>AGENDA ITEM 3.D</b>  <b>STRATEGIC PLAN GOAL(S):</b> 5	<b>TYPE OF BOARD CONSIDERATION:</b> Board Information

### BACKGROUND

Staff will provide the Board with an update on the recent recruitments and hires over the past year, with additional historical information provided. Three reports are provided: (1) a breakdown of recruitment efforts and how candidates made their way through the recruitment process, (2) a breakdown of tenure-track faculty positions from the most recent hiring cycle, and (3) a detailed look at the last ten-years of regular faculty hiring. All charts include details on race and ethnicity of candidates, and where appropriate, will include what college the hiring took place.

### RECOMMENDATION

This item is presented for the Board of Trustees' information and discussion.

# Los Rios Community College District

## Report on Recruitment Efforts

### 2023-2024 Academic Year

One of the main responsibilities of the Human Resources Department is to recruit and facilitate the hiring of talented individuals that provide our district with a workforce that mirrors the demographics of our student body and community. This report highlights the recruitment efforts of the Los Rios Community College District during the 2023-2024 academic year to meet this goal. For faculty, this will reflect the new hires for the Spring 2024 and Fall 2024 semesters. For Classified and Management, this data will reflect new hires between Fall 2023 and Summer 2024 semesters.

#### RECRUITMENT SUMMARY: APPLICANT RACE & ETHNICITY

Total Applicants				
Race & Ethnicity	Classified	Faculty	Mgmt.	Total
American Indian or Alaskan Native	0.6%	0.6%	1.9%	0.8%
Asian	19.7%	18.3%	12.3%	18.5%
Black or African American	11.1%	12.8%	19.4%	12.6%
Decline to State	7.5%	7.2%	8.3%	7.4%
Hispanic or Latino	16.5%	11.6%	14.3%	15.4%
Native Hawaiian or Pacific Islander	1.2%	0.6%	0.6%	1.0%
Two or More Races	14.2%	10.5%	10.0%	13.0%
White	29.2%	38.4%	33.2%	31.3%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
<b>Total Reported Underrepresented:</b>				<b>61.3%</b>

Total Eligible Applicants				
Race & Ethnicity	Classified	Faculty	Mgmt.	Total
American Indian or Alaskan Native	0.6%	0.3%	1.9%	0.7%
Asian	18.2%	16.1%	10.3%	16.6%
Black or African American	11.1%	11.8%	19.9%	12.6%
Decline to State	16.7%	11.8%	14.6%	15.5%
Hispanic or Latino	14.5%	11.2%	10.0%	13.3%
Native Hawaiian or Pacific Islander	1.0%	0.5%	0.6%	0.9%
Two or More Races	7.7%	7.8%	8.3%	7.8%
White	30.2%	40.5%	34.4%	32.6%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
<b>Total Reported Underrepresented:</b>				<b>51.9%</b>

Total Applicants Interviewed				
Race & Ethnicity	Classified	Faculty	Mgmt.	Total
American Indian or Alaskan Native	0.8%	0.4%	6.2%	1.5%
Asian	20.0%	14.4%	9.7%	17.4%
Black or African American	11.2%	13.3%	14.1%	12.1%
Decline to State	17.6%	15.7%	18.2%	17.2%
Hispanic or Latino	12.8%	11.9%	11.8%	12.5%
Native Hawaiian or Pacific Islander	0.9%	0.2%	0.6%	0.7%
Two or More Races	7.6%	8.0%	5.6%	7.4%
White	29.1%	36.1%	33.8%	31.2%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
<b>Total Reported Underrepresented:</b>				<b>51.6%</b>

<b>Total Applicants Hired</b>				
<b>Race &amp; Ethnicity</b>	<b>Classified</b>	<b>Faculty</b>	<b>Mgmt.</b>	<b>Total</b>
American Indian or Alaskan Native	0.4%	0.0%	5.0%	0.9%
Asian	19.1%	17.5%	5.0%	17.1%
Black or African American	10.0%	14.0%	12.5%	11.0%
Decline to State	18.1%	10.6%	22.5%	17.4%
Hispanic or Latinx	12.1%	10.5%	30.0%	14.0%
Native Hawaiian or Pacific Islander	0.9%	0.0%	0.0%	0.6%
Two or More Races	5.6%	7.0%	0.0%	5.2%
White	33.8%	40.4%	25.0%	33.8%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
<b>Total Reported Underrepresented:</b>				<b>48.8%</b>

**VOLUME OF APPLICATIONS AND POSITIONS ADVERTISED  
(REGULAR, PERMANENT POSITIONS)**

<b>2023-2024</b>	<b>No. of Positions Advertised</b>	<b>Total Applications Received</b>	<b>Average Pool Size</b>
Classified	306	8,093	52.2
Faculty	73	1,916	28.6
Management	55	1,597	32.8
<b>Grand Total</b>	<b>434</b>	<b>11,606</b>	<b>42.9</b>

**POOL SIZES BY POSITION TYPE**

	<b>Position</b>	<b># of Apps.</b>
<b>Classified:</b>		
Smallest	Instructional Assistant – Aeronautics (SCC)	1
Largest	Student Support Assistant (CRC)	122
<b>Faculty:</b>		
Smallest	Auto Collision Tech Asst. Professor (ARC) Certified Nursing Assistant (CAN) Asst. Professor (FLC)	2
Largest	English Assistant Professor (CRC)	152
<b>Management:</b>		
Smallest	Police Captain (DO/PS)	5
Largest	Dean of Student Success (FLC)	109



## WHERE APPLICANTS HEAR ABOUT US

Indeed	46.2%
Higher Ed Jobs	20.4%
Handshake	9.1%
CCC Registry	8.2%
Google	5.2%
The Chronicle of Higher Ed	3.2%
Glassdoor	2.3%
Community College Jobs	1.1%
Diversity Jobs	1.0%
LinkedIn	0.6%
Los Rios CCD Website	0.5%
Facebook	0.4%
Caljobs.ca.gov	0.3%
Chemistry Jobs	0.1%
Hired Nurses	0.1%
Other/Miscellaneous	1.2%

**Los Rios Community College District**  
**New Faculty Hires: Spring 2024/Fall 2024**  
 (Excludes Long-Term Temporary Positions)

<b>Districtwide</b>		
<b>Total Faculty Hires</b>	<b>56</b>	
<b>Faculty Background:</b>		
Previous LRCCD Adjunct	<b>44</b>	<i>(78.6%)</i>
Faculty Diversity Internship Program (FDIP)	<b>5</b>	<i>(8.9%)</i>
Out of State	<b>2</b>	<i>(3.6%)</i>
Ph.D. or Ed.D Degree	<b>8</b>	<i>(14.3%)</i>
Master's Degree	<b>40</b>	<i>(71.4%)</i>
Bachelor's or Associate's Degrees	<b>8</b>	<i>(14.3%)</i>
Female	<b>30</b>	<i>(53.6%)</i>
Male	<b>26</b>	<i>(46.4%)</i>
Average Age	<b>43</b>	
<b>Faculty Representing Diversity</b>		
American Indian or Alaskan Native	<b>0</b>	<i>(0.0%)</i>
Asian	<b>8</b>	<i>(14.3%)</i>
Black or African American	<b>8</b>	<i>(14.3%)</i>
Declined to State	<b>1</b>	<i>(1.8%)</i>
Hispanic or Latino	<b>11</b>	<i>(19.6%)</i>
Native Hawaiian or Pacific Islander	<b>0</b>	<i>(0.0%)</i>
Two or More Races	<b>1</b>	<i>(1.8%)</i>
White	<b>27</b>	<i>(48.2%)</i>
Total Underrepresented	<b>28</b>	<i>(50.0%)</i>
<b>Recruitment</b>		
Total # Applicants	<b>1,518</b>	
Largest Applicant Pool ( <i>English - CRC</i> )	<b>152</b>	
Smallest Applicant Pool	<b>2</b>	
( <i>Auto - ARC &amp; CNA - FLC</i> )		
Average Applicant Pool	<b>31</b>	

**Full-Time Faculty Recruitment Summary**  
**New Faculty Beginning Employment: Spring 2024/ Fall 2024**

Location	Filled	*Unfilled	Total
ARC	13	9	13
CRC	18	1	18
FLC	10	4	10
SCC	15	3	15
<b>Total</b>	<b>56</b>	<b>17</b>	<b>56</b>

\*Unfilled numbers represent failed searches that will be recruited this coming year.

Race & Ethnicity	Sex	ARC	CRC	FLC	SCC	Total
American Indian or Alaskan Native	F	0	0	0	0	0
	M	0	0	0	0	0
<b>American Indian or Alaskan Native Total</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Asian	F	1	2	1	1	5
	M	2	0	0	1	3
<b>Asian Total</b>		<b>3</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>8</b>
Black or African American	F	0	1	1	2	4
	M	1	1	0	2	4
<b>Black or African American Total</b>		<b>1</b>	<b>2</b>	<b>1</b>	<b>4</b>	<b>8</b>
Declined to State	F	0	0	0	0	0
	M	0	0	0	1	1
<b>Declined to State Total</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>
Hispanic or Latinx	F	1	2	0	2	5
	M	0	3	2	1	6
<b>Hispanic or Latinx Total</b>		<b>1</b>	<b>5</b>	<b>2</b>	<b>3</b>	<b>11</b>
Native Hawaiian or Pacific Islander	F	0	0	0	0	0
	M	0	0	0	0	0
<b>Native Hawaiian or Pacific Islander Total</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Two or More Races	F	0	0	0	0	0
	M	0	0	0	1	1
<b>Two or More Races Total</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>
White	F	6	1	6	3	16
	M	2	8	0	1	11
<b>White Total</b>		<b>8</b>	<b>9</b>	<b>6</b>	<b>4</b>	<b>27</b>
<b>Total</b>		<b>13</b>	<b>18</b>	<b>10</b>	<b>15</b>	<b>56</b>

**Los Rios Community College District**  
Regular Faculty Hires: Race & Ethnicity

Race & Ethnicity	2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23		2023-24		*2024-25		Grand Total	% of Total Hires
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%		
American Indian or Alaskan Native	0	0.0%	1	1.3%	0	0.0%	2	3.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	0.6%
Asian	11	12.9%	10	12.7%	8	19.0%	6	11.1%	7	8.4%	1	25.0%	3	11.5%	3	10.7%	1	6.7%	8	14.8%	58	12.3%
Black or African American	5	5.9%	8	10.1%	4	9.5%	8	14.8%	11	13.3%	1	25.0%	4	15.4%	2	7.1%	1	6.7%	7	13.0%	51	10.9%
Declined to State	1	1.2%	0	0.0%	0	0.0%	0	0.0%	1	1.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.9%	3	0.6%
Hispanic or Latinx	16	18.8%	9	11.4%	7	16.7%	7	13.0%	14	16.9%	0	0.0%	7	26.9%	6	21.4%	4	26.7%	11	20.4%	81	17.2%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	2.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.4%
Two or More Races	2	2.4%	0	0.0%	1	2.4%	3	5.6%	8	9.6%	0	0.0%	1	3.8%	2	7.1%	2	13.3%	1	1.9%	20	4.3%
White	50	58.8%	51	64.6%	22	52.4%	28	51.9%	40	48.2%	2	50.0%	11	42.3%	15	53.6%	7	46.7%	26	48.1%	252	53.6%
<b>Grand Total</b>	<b>85</b>	<b>100%</b>	<b>79</b>	<b>100%</b>	<b>42</b>	<b>100%</b>	<b>54</b>	<b>100%</b>	<b>83</b>	<b>100%</b>	<b>4</b>	<b>100%</b>	<b>26</b>	<b>100%</b>	<b>28</b>	<b>100.0%</b>	<b>15</b>	<b>100.0%</b>	<b>54</b>	<b>100%</b>	<b>470</b>	<b>100%</b>

\*2024-25 does not include Spring 2025 hires yet.

# LOS RIOS COMMUNITY COLLEGE DISTRICT

## BOARD OF TRUSTEES ANNUAL FALL RETREAT

<b>SUBJECT:</b> Bond Update	<b>DATE:</b> October 4-5, 2024
<b>AGENDA ITEM 3.E</b>  <b>STRATEGIC PLAN GOAL(S):</b> 5	<b>TYPE OF BOARD CONSIDERATION:</b> Board Information

### **BACKGROUND**

Staff will provide the Board of Trustees with an update on the building program and state bond, as well as implications for our District.

### **RECOMMENDATION**

This item is presented for the Board of Trustees' information and discussion.

# COMMUNITY COLLEGE UPDATE

PUBLIC EDUCATION'S POINT OF REFERENCE FOR MAKING EDUCATED DECISIONS

## Tepid Support for School Bond in Latest PPIC Poll

 [BY KYLE HYLAND](#)

 [BY DAVE HECKLER](#)

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posted September 19, 2024

The Public Policy Institute of California (PPIC) released its monthly [survey](#) on September 19, 2024. The survey provides some of the first polling data for the ten statewide ballot measures that voters will decide this November, including Proposition 2 (2024), the K-14 school facilities bond measure.

If approved by voters, Proposition 2 would issue \$10 billion in bonds to fund the construction and modernization of K-14 public education facilities. The survey found that if the election were held today 54% of likely voters would vote for the measure while 44% said they would vote against it. The remaining 2% said they did not know. In contrast, Proposition 4 (2024), another ballot measure that would provide \$10 billion in bonds for safe drinking water, has support from nearly two-thirds of likely voters.

While support for Proposition 2 is strong with Democratic voters, with 74% in support, only half of independent voters and about one of five Republican voters reported they would vote yes on Proposition 2.

It is important to note that the survey included language that the state fiscal impact for Proposition 2 would be about \$500 million annually for 35 years to repay the bond. The survey let respondents know that the measure is supported by the California Teachers Association, the California School Nurses Organization, and the Community College League of California. The survey also said that opponents include the Howard Jarvis Taxpayers Association.

The last time a statewide education facilities bond was placed before voters was the March 3, 2020, primary election ballot. That measure, unfortunately named Proposition 13 (2020), failed passage with 47% voting for the proposition and 53% voting against it.

The Proposition 2 conditions are much different than Proposition 13, however. Proposition 2 has a lower price tag than Proposition 13 (\$10 billion versus \$15 billion), does not include the University of California and California State University systems like Proposition 13 did, is on the General Election ballot versus the primary ballot, is not being decided weeks before a global health crisis, and did not draw the unfortunate proposition number of 13.

We will continue to monitor public opinion regarding Proposition 2 and will provide periodic updates on polling in subsequent articles.

# LOS RIOS COMMUNITY COLLEGE DISTRICT

## BOARD OF TRUSTEES ANNUAL FALL RETREAT

<b>SUBJECT:</b> Contract Officer Contracts	<b>DATE:</b> October 4-5, 2024
<b>AGENDA ITEM 5.A</b>  <b>STRATEGIC PLAN GOAL(S):</b> 5	<b>TYPE OF BOARD CONSIDERATION:</b> Board Action

### BACKGROUND

Annually at the Fall Board Retreat, the Board of Trustees evaluates the District's Contract Officers with the Chancellor in closed session.

### RECOMMENDATION

It is recommended that the Board of Trustees take appropriate action on the contracts of the District Officers.



# LOS RIOS COMMUNITY COLLEGE DISTRICT

## BOARD OF TRUSTEES ANNUAL FALL RETREAT

<b>SUBJECT:</b> Elimination of Bias Training	<b>DATE:</b> October 4-5, 2024
<b>AGENDA ITEM 3.A</b>  <b>STRATEGIC PLAN GOAL(S):</b> 5	<b>TYPE OF BOARD CONSIDERATION:</b> Board Information

### BACKGROUND

The Board of Trustees will receive Equal Employment Opportunity (EEO) training in accordance with the CCCC's guidelines. The session will be conducted by Amy Brandt from Liebert Cassidy Whitmore (LCW).

### RECOMMENDATION

This item is presented for the Board of Trustees' information and discussion.

# LOS RIOS COMMUNITY COLLEGE DISTRICT

## BOARD OF TRUSTEES ANNUAL FALL RETREAT

<b>SUBJECT:</b> NAGPRA Update	<b>DATE:</b> October 4-5, 2024
<b>AGENDA ITEM 6.B</b>  <b>STRATEGIC PLAN GOAL(S):</b> 2	<b>TYPE OF BOARD CONSIDERATION:</b> Board Information

### BACKGROUND

NAGPRA, the North American Graves Protection and Repatriation Act, was passed in 1990 to protect the rights of Indigenous people in returning their ancestors and cultural items of significance from federally funded institutions. Recent discoveries and recent changes to state and federal regulations triggered an audit of human remains throughout the Los Rios system. These findings indicate a significant amount of Native American human remains and cultural items are in our control and are subject to NAGPRA. However, we are working towards repatriation and to be compliant with state and federal NAGPRA requirements by January 2026. Additionally, the Los Rios NAGPRA Taskforce is in the process of writing a NAGPRA policy which will go to the Board for approval in the spring semester.

### RECOMMENDATION

This item is presented for the Board of Trustees' information and discussion.

# LOS RIOS COMMUNITY COLLEGE DISTRICT

## BOARD OF TRUSTEES ANNUAL FALL RETREAT

<b>SUBJECT:</b> Successful College Projects and Initiatives	<b>DATE:</b> October 4-5, 2024
<b>AGENDA ITEM 6.C</b>  <b>STRATEGIC PLAN GOAL(S):</b> 1, 2, 3, 4, 5	<b>TYPE OF BOARD CONSIDERATION:</b> Board Information

### BACKGROUND

As part of our efforts to keep the Board of Trustees informed about the great work happening at our colleges in service of our District's strategic objectives and the Board's goals, each college President (or designee) will provide a brief presentation on a project or initiative at their college that is advancing critical work.

### RECOMMENDATION

This item is presented for the Board of Trustees' information and discussion.