LOS RIOS COMMUNITY COLLEGE DISTRICT

FALL BOARD RETREAT AGENDA

Friday, October 2, 2026 at 5:30pm

Saturday, October 3, 2026 at 9:00am

Meeting Location:

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

FRIDAY, OCTOBER 2, 2026

1. CALL TO ORDER	Board President

2. ORAL COMMUNICATIONS

The public may comment on any items within the Board's jurisdiction, even if the items are not on the agenda only during this portion of the meeting. However, the law prohibits action by the Board on non-agenda items. 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 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	
A. Draft 2027 Board Meeting Calendar *(page 3)*	Torence Powell
B. Board Self-Evaluation *(page 6)*	Torence Powell
C. Budget, Enrollment & Legislative Update *(page 7)*	Mario Rodriguez
D. Recruitment, Hiring, and Equal Employment Opportunity *(page 64)*	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.

A. Conference with Labor Negotiator (pursuant to Government Code section 54957.6)

- Agency designated representative: Dr. Torence Powell, Chancellor
- Unrepresented employees: College Presidents, Deputy Chancellor, Executive Vice Chancellor, Vice Chancellors, Chief Counsel, Chief Advancement Officer, Chief Strategy and Communications Officer, Associate Vice Chancellors, Chief of Police

5. ACTION	
A. Adoption and Approval of new 2026-2027 Executive Management and Interim Executive Management Salary Schedules and Amended 2026-2027 Management and Interim Management Salary Schedules *(page 144)*	Torence Powell
B. Approve employment contract terms and salaries (class and step) for College Presidents, Deputy Chancellor, Executive Vice Chancellor, Vice Chancellors, Chief Counsel, Chief Advancement Officer, Chief Strategy and Communications Officer, Associate Vice Chancellors, Chief of Police and direct the Chancellor to execute employment contracts or amendments those District Contract Officers consistent with the approved employment contract term, compensation, and orally reported fringe benefits *(page 149)*	Torence Powell

NOTE: *Board action is needed to continue the meeting to the following day.*

SATURDAY, OCTOBER 3, 2026

6. UPDATE AND DISCUSSION OF DISTRICT INITIATIVES	
A. Los Rios Strategic Planning Update *(page 151)*	Jamey Nye Lisa Cardoza Ed Bush Art Pimentel Albert Garcia

7. ADJOURNMENT

LOS RIOS BOARD OF TRUSTEES

Deborah Ortiz ▪ President ▪ Area 6
Tami Nelson ▪ Vice President ▪ Area 7
Dustin Johnson ▪ Area 1
Robert Jones ▪ Area 2
John Knight ▪ Area 3
Kelly Wilkerson ▪ Area 4
Colette Harris-Mathews ▪ Area 5
Leonardo Torres Ruvalcaba ▪ Student Trustee

Regular Board Meetings are generally held every second Wednesday of the month at 5:30 pm ▪ *Note*: Meeting times and locations are subject to change. For current information, call the District Office at (916) 568-3039.
Next Regular Board Meeting: October 14, 2026

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: www.losrios.edu as soon as they are available.

Help Us Help You

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.

Los Rios Community College District Indigenous Land Acknowledgment Statement

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

SUBJECT: Draft 2027 Board Meeting Calendar and Schedule of Agenda Items	**DATE:** October 2-3, 2026
AGENDA ITEM 3.A **STRATEGIC PLAN GOAL(S):** 1,2,3,4,5	**TYPE OF BOARD CONSIDERATION:** Board Information

BACKGROUND

The Board of Trustees approves its annual meeting calendar at its December meeting each year. An initial draft of proposed 2027 meeting dates is attached for review and input. An updated draft will also be presented for First Reading at the November 18, 2026 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 schedule of annual board agenda items and presentations will be provided to the Board in early 2027.

RECOMMENDATION

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

LOS RIOS COMMUNITY COLLEGE DISTRICT | AMERICAN RIVER COLLEGE | COSUMNES RIVER COLLEGE | FOLSOM LAKE COLLEGE | SACRAMENTO CITY COLLEGE

DRAFT 2027 Board Meeting Calendar

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

Proposed Meeting Date	Notes
January 13, 2027	Regular Second Wednesday, no conflict
February 17, 2027	**Location: ARC Natomas Center** ***Third Wednesday***. Regular second Wednesday (February 10) falls on the final day of the ACCT Community College National Legislative Summit (February 7–10). Shifting one week later allows trustees to attend the Summit.
February 26-27, 2027	**Spring Board Retreat** (Friday evening/ Saturday morning)
March 10, 2027	Regular second Wednesday; after A²MEND (March 3–5), before Los Rios Spring Recess (March 15–21), and before the CCLC CEO Symposium (March 18–20).
April 21, 2027	***Third Wednesday***. Regular second Wednesday (April 14) falls on the final day of the Sacramento Metro Chamber Cap-to-Cap (April 10–14). Shifting one week later avoids the conflict and allows trustees to participate in Cap-to-Cap
May 12, 2027	Regular second Wednesday; after the CCLC Annual Trustees Conference (May 6–8)
June 9, 2027	Regular Second Wednesday, no conflict
July 14, 2027	Regular Second Wednesday, no conflict
August 11, 2027	Regular Second Wednesday, no conflict
September 8, 2027	Regular Second Wednesday, no conflict
October 1-2, 2027	**Fall Board Retreat** (Friday evening/ Saturday morning)
October 20, 2027	**Location: FLC** ***Third Wednesday.*** Regular second Wednesday (October 13) falls on the opening day of the ACCT Leadership Congress (October 13–16). Shifting one week later allows trustees to attend Congress.
November 10, 2027	Regular second Wednesday; Veterans Day falls on Thursday, November 11. Meeting is also before the CCLC Annual Convention (November 18–20)
December 15, 2027	***Third Wednesday*** — Annual Organizational Meeting. Scheduled after the second Friday in December in accordance with applicable California Education Code requirements for the annual organizational meeting.

Los Rios Key 2027 Dates: Spring Convocation – Jan 15 |Commencement – May 20–21 | Fall Convocation – Aug 20

Meeting Location(s):

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

ARC Natomas Center (to be confirmed)

Folsom Lake College

2027 Calendar at a Glance

Regular Board Meetings

- January 13
- February 17 — **ARC Natomas Center**
- March 10
- April 21
- May 12
- June 9
- July 14
- August 11
- September 8
- October 20 — **FLC**
- November 10
- December 15 — **Annual Organizational Meeting**

Board Retreats

- **Spring Board Retreat:** February 26–27
- **Fall Board Retreat:** October 1–2

External Dates Considered

Event	2027 Dates	Impact on Board Calendar
ACCT Community College National Legislative Summit	February 7–10	Requires February Board meeting to move from February 10 to February 17
Spring Board Retreat	February 26–27	Proposed
A²MEND Annual Summit	March 3–5	March 10 meeting follows Summit
Los Rios Spring Recess	March 15–21	March meeting scheduled before recess
CCLC CEO Symposium	March 18–20	March meeting scheduled before Symposium
Sacramento Metro Chamber Cap-to-Cap	April 10–14	Requires April Board meeting to move from April 14 to April 21
CCLC Annual Trustees Conference	May 6–8	May 12 meeting occurs afterward
Fall Board Retreat	October 1–2	Proposed
ACCT Leadership Congress	October 13–16	Requires October Board meeting to move from October 13 to October 20
Veterans Day	November 11	No conflict with November 10 meeting
CCLC Annual Convention	November 18–20	November 10 meeting occurs beforehand
Annual Organizational Meeting statutory window	Begins after second Friday in December	December 15 proposed

LOS RIOS COMMUNITY COLLEGE DISTRICT

BOARD OF TRUSTEES ANNUAL FALL RETREAT

SUBJECT: Board Self-Evaluation	**DATE:** October 2-3, 2026
AGENDA ITEM 3.B **STRATEGIC PLAN GOAL(S):** 1,2,3,4,5	**TYPE OF BOARD CONSIDERATION:** 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

SUBJECT: Budget, Enrollment, & Legislative Update	**DATE:** October 2-3, 2026
AGENDA ITEM 3.C **STRATEGIC PLAN GOAL(S):** 5	**TYPE OF BOARD CONSIDERATION:** Board Information

BACKGROUND

Staff will provide the Board of Trustees with an update on the recently approved system budget request, state revenue trends early in the fiscal year, and an overview of legislation that would have a direct impact on our district.

RECOMMENDATION

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

California Community Colleges

Leading California's Future: Preparing Students for a Changing Economy

2027-28 Board of Governors

Budget and Legislative Request

September 2026

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EXECUTIVE SUMMARY

The California Community Colleges Chancellor presents the 2027-28 System Budget and Legislative Request, outlining the investments and policy priorities needed to advance Vision 2030 and prepare Californians for the opportunities of tomorrow. Serving more than 2.2 million students across 116 colleges, the nation's largest and most diverse higher education system is a critical driver of educational attainment, workforce development, and economic mobility throughout the state.

Now at the midpoint of Vision 2030, the system has made remarkable progress toward advancing equity in access, equity in success, and equity in support. Over the past several years, the Legislature and Governor have made significant investments in the California Community Colleges to expand workforce development, modernize technology infrastructure, strengthen transfer and student success, and improve educational opportunities for millions of Californians. At the same time, California's economy is entering a period of profound transformation driven by advances in artificial intelligence and the transition to a green economy. Community colleges are uniquely positioned to prepare students for these emerging opportunities by equipping learners with durable skills that employers increasingly demand.

The Board of Governors' 2027-28 Budget and Legislative Request continues to advance Vision 2030 by prioritizing core operations, accountability, and measurable outcomes. As a new Administration prepares to shape California's next chapter, this request offers a practical roadmap for sustaining recent progress, maximizing the return on the state's investments, and ensuring that California's community colleges remain the state's primary engine for economic mobility.

Overall, the 2027-28 Shared Advocacy Request, "Leading California's Future: Preparing Students for a Changing Economy," includes **$351.5 million** in one-time and **$305.7 million** in ongoing Proposition 98 resources, along with a few proposals for technical policy changes.

2027-28 Budget Requests Summary

Core Resources

Base funding is essential to sustaining progress under Vision 2030 and maximizing the state's recent investments in the California Community Colleges. Stable, ongoing resources strengthen institutional capacity and enable colleges to continue advancing student success while meeting the evolving needs. Additionally, continued investment in core resources allows campuses to build on recent gains, thereby contributing to sustainable, long-term progress.

Proposal	Total Request
Student Centered Funding Formula and Base Adjustments	$60.8 million one-time Proposition 98 $193.2 million ongoing Proposition 98
Investments in District Capacity	$60 million ongoing Proposition 98 $45 million one-time Proposition 4 $70 million ongoing General Fund

Equitable Baccalaureate Attainment

One of Vision 2030's clear goals is to create seamless educational pathways from high school through community college, transfer, and finally, to baccalaureate degree completion. Strengthening this continuum through strategic investments will enable more seamless student pathways and help more Californians successfully complete a bachelor's degree.

Proposal	Total Request
California Early College Demonstration Initiative Phase II	$24 million one-time Proposition 98 $1.5 million ongoing Proposition 98
Transfer Success Initiative	$20 million one-time Proposition 98
Program Pathways Mapper	$6.7 million one-time Proposition 98 $6 million ongoing Proposition 98

Equitable Workforce and Economic Development

California's economic future depends on expanding opportunity and connecting more residents to quality careers. Community colleges are uniquely positioned to connect

learners with high-quality careers and create pathways to family-sustaining jobs. At the same time, continued investment in workforce programs will position more Californians to participate in and benefit from the state's economic growth.

Proposal	Total Request
Strong Workforce Program Restoration	$60 million one-time Proposition 98
Employer Tax Credit Pilot Program	$4.5 million ongoing General Fund
Internship Demonstration Project	$5 million one-time Proposition 98
Apprenticeship Degree Pathways Demonstration Project	$25 million one-time Proposition 98

The Future of Learning and Generative Artificial Intelligence

California Community Colleges must build the infrastructure necessary to ensure students, faculty, and colleges can effectively participate in an increasingly AI-driven economy. While AI presents significant opportunities to improve teaching, learning, student services, and operational efficiency, realizing these benefits requires coordinated investments in statewide and local infrastructure. Without a deliberate strategy, colleges will adopt AI unevenly, creating disparities in access, capacity, cybersecurity, and student outcomes across regions and communities.

To support equitable, secure, and effective AI adoption across the system, California Community Colleges seek investments in three interconnected areas: workforce capacity and professional learning, shared technology and cybersecurity infrastructure, and local innovation that can be scaled statewide.

Proposal	Total Request
Innovative Teaching and Artificial Intelligence Professional Development	$10 million one-time Proposition 98 $30 million ongoing Proposition 98
Technology Interoperability Block Grant	$100 million one-time Proposition 98
Shared Agentic Artificial Intelligence Enablement Infrastructure	$6 million one-time Proposition 98 $3 million ongoing Proposition 98
Artificial Intelligence Workflows for Operational Efficiency and Classroom Success	$9 million one-time Proposition 98 $12 million ongoing Proposition 98

Proposal	Total Request
Artificial Intelligence Innovation Fund	$25 million one-time Proposition 98

Chancellor's Office Capacity

The Chancellor's Office serves as the backbone of the California Community Colleges system, providing the leadership and infrastructure needed to drive statewide priorities and support institutional success. In recent years, the scope and complexity of these responsibilities have grown substantially, driven by increasing statewide and national demands for greater accountability, innovation, data capacity, and measurable student outcomes. To meet these demands, we request 18 new permanent positions within the Chancellor's Office to provide timely guidance to colleges, strengthen oversight of public investments, support continuous improvement, and scale innovative practices that improve student outcomes.

Proposal	Total Request
Requests for Chancellor's Office Positions	$3.3 million ongoing General Fund

In total, the budget request reflects $351.5 million one-time Proposition 98 General Fund requests, $305.7 million in ongoing Proposition 98 General Fund requests, approximately $77.8 million in General Fund requests, and $45 million in one-time Proposition 4 bond fund requests.

2027-28 Policy Requests Summary

Proposal	Request
California Apprenticeship Initiative Program Flexibility	Transition the California Apprenticeship Initiative from a competitive grant program to a flexible categorical funding model that provides ongoing support for apprenticeship capacity, employer engagement, and statewide program expansion.
Distance Education Access for Incarcerated Students	Authorize cross-enrollment in distance education for incarcerated students, allowing them to enroll in courses offered by other community colleges to complete their education.

Proposal	Request
Economic and Workforce Development Program Modernization	Modernize the Economic and Workforce Development Program through statutory updates that strengthen regional coordination.
Streamline Legislative Reporting Requirements	Enact targeted statutory changes to modernize legislative reporting requirements by aligning reporting cycles with program implementation timelines and ensuring reporting requirements reflect available data.

APPENDIX A: SHARED ADVOCACY REQUEST PROCESS

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 May, the Chancellor's Office began the process to develop the 2027-28 Board of Governors' Budget and Legislative Request by asking Consultation Council partners, system constituents, and Executive leadership to submit concepts for inclusion. On August 10, the Chancellor's Office invited Consultation Council members to attend a working session to discuss the proposals. During the workshop, members reviewed and provided feedback on proposals. Consultation Council members were also invited to provide feedback via a survey. This document reflects feedback provided throughout the consultative process; therefore, it is the intent that this Request serve as the primary framework for coordinated advocacy for all California's community colleges.

In the context of fiscal uncertainty, this Shared Advocacy Request presents a forward-thinking approach that focuses on advancing the three Strategic Directions of Vision 2030:

- Equitable Baccalaureate Attainment;
- Equitable Workforce and Economic Development; and
- Generative Artificial Intelligence and the Future of Learning.

APPENDIX B: CORE RESOURCES BUDGET REQUEST

Base funding is essential to sustaining progress under Vision 2030 and maximizing the state's recent investments in the California Community Colleges. Stable, ongoing resources strengthen institutional capacity and enable colleges to continue advancing student success while meeting the evolving needs. Additionally, continued investment in core resources allows campuses to build on recent gains, thereby contributing to sustainable, long-term progress.

Student Centered Funding Formula and Base Adjustments

Enrollment Growth

Community colleges have made remarkable progress in rebuilding enrollment since the pandemic, with enrollment at nearly 2.3 million students, and growth occurring across nearly every student demographic. The 2026-27 State Budget made significant progress toward supporting this recovery by providing $153.1 million ongoing across the 2025-26 and 2026-27 fiscal years to fund a combined 2.5% enrollment growth and by adopting the Board of Governors' proposal to calculate credit FTES using the higher of actual enrollment or the three-year average. These actions ensure that funding more accurately reflects current enrollment trends and provides colleges with more timely resources to serve students.

While these investments represent an important step forward, systemwide enrollment growth continues to exceed available funding. Districts have increased enrollment through multiple access points, including dual enrollment, outreach to stopped-out learners, credit for prior learning, apprenticeships, career education, noncredit programs, and more. Without sufficient funding, districts will face difficult choices that potentially limit access, delay course availability, constrain student support services, and reduce their ability to respond to regional workforce needs. Ongoing state support that keeps pace with rising demand will enable colleges to hire faculty and staff, increase course offerings, and provide the academic and support services needed for students to thrive.

To ensure our open access mission remains a reality for every prospective student, we request **$134.8 million ongoing Proposition 98 General Fund** to support 1% enrollment growth in the current year (2026-27) and an additional 1% enrollment growth in the

budget year (2027-28), for a combined total of 2% enrollment growth. By fully funding the true amount of enrollment, the state will ensure that colleges are not inadvertently disincentivized from successfully expanding access and have the resources to continue serving every learner seeking an affordable pathway to higher education, workforce training, and economic mobility. Updated estimates of actual enrollment growth in 2026-27 will be provided following the 2026-27 First Principal Apportionment in February 2027.

We also request statutory changes to remove the 10% growth cap, a limit that prevents over cap districts from being fully resourced so they can appropriately continue serving all students. Because the annual state budget already determines the statewide level of funded enrollment growth, the separate statutory limitation on district-level growth creates an additional fiscal constraint. Eliminating the cap would provide greater flexibility for districts experiencing rapid enrollment increases. Based on the growth-related need identified during the 2025-2026 Second Principal Apportionment, we estimate this policy change could result in an annual cost of **$21.4 million ongoing Proposition 98 General Fund.**

Statewide Student Success and Equity Initiatives

California's students bring diverse experiences, cultures, and aspirations to our system, but they do not all face the same barriers to educational success. Community colleges offer a diverse portfolio of statewide equity initiatives that provide culturally responsive and inclusive academic and nonacademic support for students who have been historically marginalized. While each program is designed to address the unique experiences and barriers of the students they serve, they represent an inclusive and comprehensive strategy to advancing student equity. Collectively, these statewide networks expand access to wraparound supports that help students persist, complete their educational goals, and enter California's workforce.

While existing resources support baseline strategies, they are insufficient to drive the institutional innovation needed to implement evidence-based models at scale. Now, more than ever, at a time of growing enrollment and uncertainty surrounding federal grants, colleges need integrated systems, partnerships, and student support models that can braid multiple funding sources to provide comprehensive, fiscally sustainable services.

The Board of Governors requests funding to systemize and expand all proven statewide equity initiatives, including but not limited to **$60.8 million one-time and $37 million ongoing Proposition 98 General Fund** for the programs listed in table below. Of the specified programs, we request that the Administration prioritize the initiatives included in the 2026-27 Shared Advocacy Request, which proposed increased funding levels for A^{2}MEND, Umoja, and Veterans Resource Centers. We also request a 3% set-aside from each of these programs for the Chancellor's Office to provide guidance and technical assistance.

These investments will help build lasting institutional structures by allowing colleges to develop staff expertise through professional development, embed effective practices into campus operations, coordinate holistic academic and student supports, and build durable partnerships that expand culturally responsive pathways to persistence, transfer, completion, and workforce. Additional funding will ensure that every learner, regardless of background or life experience, has an equitable opportunity to succeed and develop a sense of belonging.

Program	Funding Requested	Purpose of Funding
African American Male Education Network and Development (A^{2}MEND)	$10 million ongoing	Additional funding would help campuses strengthen promising practices including counselor engagement, transfer and dual enrollment planning, academic progress monitoring, and culturally affirming programming. We also request technical updates to the budget bill language, including removal of the 50-college program cap.
Asian American, Native Hawaiian, Pacific Islander Student Achievement Program (AANPI SAP)	$800,000 one-time	Launch a Promise Pathway Pilot to connect dual enrollment and outreach, provide a culturally responsive summer leadership experience, workforce experiences, and ultimately transfer pathways.
Native American Student Support and Success Program	$60 million one-time	This funding will provide a five-year investment to sustain the 20 existing programs and expand to 20 additional colleges, allowing more colleges to establish dedicated personnel, intentional tribal relationships, holistic academic and student supports (including dual enrollment) and peer leadership structures.

Program	Funding Requested	Purpose of Funding
Umoja	$1 million ongoing	Modernize and expand Umoja by establishing programs at up to 10 additional campuses, increasing capacity at existing programs, developing dual enrollment pathways, improving data infrastructure, and strengthening tutoring, mentoring, mental health, and workforce supports.
Veterans Resource Centers	$26 million ongoing	Increased funding would provide the staffing capacity necessary to move beyond compliance and deliver the comprehensive, wraparound academic, career, mental health, and student support services the more than 98,000 community college veterans and military-connected students.
Totals	$60.8 million one-time Proposition 98 General Fund $37 million ongoing Proposition 98 General Fund	

Categorical Programs and Cost-of-Living Adjustments

The California Community Colleges administer more than 40 ongoing categorical programs that are fundamental to advancing statewide goals for access and success. These programs not only provide targeted support for students with the greatest needs, but they also strengthen workforce preparation. Over the past several years, the Legislature has made significant investments to establish new programs and expand student services. Colleges have built the staffing, systems, and infrastructure necessary to implement these initiatives, making sustained funding essential to protecting the state's investments.

While the 2026-27 State Budget provided important cost-of-living adjustments for a subset of categoricals, many other programs face growing workload and funding pressures. As inflation increases operating costs, one-time resources expire, and student participation grows, districts are increasingly turning to unrestricted general funds to maintain these programs' service levels, reducing resources available for instruction and other core operations.

The Board of Governors requests cost-of-living adjustments (COLAs) for all ongoing categorical programs and targeted augmentations for programs with documented structural funding shortfalls resulting from increased demand, expanded statutory

responsibilities, or rising operating costs, which are noted in the table below. Consistent and predictable support for categorical programs maintains the state's prior commitments, preserves colleges' capacity to deliver high-quality services, and ensures that students continue to receive timely academic and support services. Estimated program funding needs will be provided to the Administration in Fall 2026. Additionally, we request the COLA be applied to the Student Centered Funding Formula, consistent with existing statutory requirements.

Program	Justification for Additional Funding
Academic Senate for California Community Colleges	ASCCC's operational funding has remained unchanged despite increasing responsibilities to support statewide curriculum, transfer, professional development, and implementation of major legislative initiatives.
Basic Needs Centers	Increasing numbers of students are relying on campus basic needs services as the cost of living continues to rise and federal changes under H.R. 1 place additional financial pressures on low-income students.
California College Promise (AB 19)	Current appropriations are insufficient to fully fund fee waivers for eligible first-time, full-time students.
Integrated Technology	Ongoing technology investments have not kept pace with rapidly evolving cybersecurity threats, AI, enterprise software, and digital infrastructure needs.
Part-Time Faculty Office Hours Program	Current appropriations are insufficient to reimburse districts at the 90% statutory rate, limiting equitable access to faculty supports outside the classroom.
Related and Supplemental Instruction	Existing funding levels have not kept pace with program demand, limiting colleges' ability to expand apprenticeship and workforce training opportunities that respond to regional labor market needs.
Student Financial Aid Administration	Funding has remained essentially flat for more than two decades despite substantial increases in financial aid recipients, new state and federal program requirements, and significantly greater administrative workload.
Student Success Completion Grant	Expanded eligibility and higher award amounts have outpaced available funding, forcing many colleges to reduce awards or deny grants to otherwise eligible students.

Resources for Implementation of Legislative Mandates and Budget Priorities

While this Shared Advocacy Request generally focuses on our system’s allocation of resources, it also highlights the need for critical investments to build capacity within the Chancellor’s Office to facilitate the implementation of recently enacted bills. While the

Governor considers action on 2026 state legislation, the Chancellor's Office intends to pursue the resources necessary to carry out any new policies and educational reforms.

In addition, the Chancellor's Office will submit a request for positions to ensure sufficient capacity to implement the priorities outlined in this Request and in the Governor's January budget proposal. Without these resources, the essential work of driving innovation, transformation, and continuous improvement across the system will be absorbed into existing staff responsibilities, risking uneven implementation and potential misalignment with the Administration's core objectives. As we finalize our positions request for budget and legislative implementation, we request the Administration consider setting aside $2 million General Fund in the Governor's Budget for additional Chancellor's Office capacity.

Investments in District Capacity

Affordable Student Housing Lease Revenue Bond

California's affordable housing crisis continues to threaten student success and the state's long-term economic vitality. Nearly 60% of California community college students have experienced housing insecurity and nearly one in five have experienced homelessness. Housing instability disproportionately affects low-income students, parenting students, foster youth, veterans, working adults, and other historically underserved populations, creating significant barriers to enrollment, persistence, and completion. Expanding affordable student housing advances Vision 2030 by reducing the total cost of attendance, improving student outcomes, and expanding equitable access to higher education.

The Legislature has made significant progress through the Higher Education Student Housing Grant Program established by Senate Bill 169 (2021) and the statewide lease revenue bond financing authorized by Senate Bill 155 (2024), which is supporting 11 community colleges in constructing housing projects. The Chancellor's Office recently received 19 additional affordable student housing applications, requesting approximately $1.3 billion in state funding to construct nearly 3,800 new student beds. This demonstrates that demand for affordable student housing continues to far exceed available resources.

The Board of Governors supports providing authority to fully deploy any remaining capacity under the SB 155 statewide lease revenue bond program by reallocating unexpended bond authority to additional eligible community college projects. While this action would maximize the state's existing investment and allow several additional projects to move forward without requiring new appropriations, available funding will address only a portion of the documented need. Therefore, we continue to request authorization for a second statewide lease revenue bond or another state financing mechanism to support affordable student housing projects. This request would likely require a future ongoing General Fund investment of between **$60 to $70 million General Fund annually** to reflect the rents needed to support the associated bond capacity. Updated funding estimates, scoring rankings, and financing options will be provided to the Administration in Fall 2026.

Campus-Based Microgrids

California's community colleges are among the state's most accessible public institutions, serving as centers for education, workforce training, student services, and community in every region of California. During wildfires, extreme heat, floods, power outages, and other emergencies, many colleges have also become trusted gathering places for their communities, providing shelter, information, and continuity when other public services are disrupted. With the right investments in renewable energy sources, our campuses can serve as natural community hubs during emergencies, providing shelter, power, and essential services.

We request **$45 million one-time from Proposition 4 (2024)** to establish a grant program that supports the development of microgrids on California Community Colleges' campuses. Microgrids are localized energy systems that can operate independently from the main grid during power outages, increasing energy efficiency, reducing greenhouse gas emissions, and integrating renewable energy sources. Colleges equipped with microgrids can serve as community resilience hubs, offering shelter, power, and essential services during emergencies, an important step in advancing community engagement and enabling colleges to lead by example in the clean energy transition. These systems also offer hands-on learning opportunities for students in high-demand fields such as clean energy technology, engineering, and environmental science, preparing students for the green and blue economy jobs of the future.

Deferred Maintenance

California's community colleges oversee an extensive infrastructure network, spanning more than 6,000 buildings across 115 physical campuses, 83 approved off-campus centers, and 24 separately reported district offices. The 2026-27 State Budget provided $120.7 million one-time for deferred maintenance and instructional equipment, reaffirming the state's commitment to preserving these critical assets. However, as facilities continue to age and construction costs increase, the need to maintain safe, modern learning environments and replace outdated instructional equipment continues to grow. The 2026-27 Five-Year Capital Outlay Report estimates that systemwide deferred maintenance needs now exceed $2.2 billion.

To continue making progress in addressing this backlog, we request **$60 million ongoing Proposition 98 General Fund** for deferred maintenance and instructional equipment. This investment will help colleges preserve existing facilities, protect prior state and local capital investments, and provide students with high-quality environments and industry-standard equipment needed to prepare for California's innovative economy.

APPENDIX C: EQUITABLE BACCALAUREATE ATTAINMENT BUDGET REQUEST

One of Vision 2030's clear goals is to create seamless educational pathways from high school through community college, transfer, and finally, to baccalaureate degree completion. Strengthening this continuum through strategic investments will enable more seamless student pathways and help more Californians successfully complete a bachelor's degree.

California Early College Demonstration Initiative Phase II

The 2026-27 Budget Act included a $10 million investment to launch the California Early College Demonstration Initiative (CECDI), a regional demonstration effort focused on designing, implementing, and evaluating comprehensive dual enrollment and early college systems through partnerships between local educational agencies and community college districts. While the initial investment supports a limited number of participating regions, the initiative is intended to generate practical lessons about the policies, structures, and supports needed to implement comprehensive early college pathways at scale.

CECDI builds on more than a decade of experience with College and Career Access Pathways (CCAP) partnerships and other successful dual enrollment models across California. Drawing from these efforts, the initiative seeks to identify and institutionalize promising practices, reduce unnecessary variation in implementation, and develop a more coherent statewide approach to dual enrollment and early college.

To support "Phase II" of CECDI and expand participation beyond the initial demonstration regions, we request **$24 million one-time Proposition 98 General Fund**. Funding would support the planning, implementation, and expansion of comprehensive early college pathways; strengthen coordination between K-12 and community college partners; enhance student outreach, onboarding, advising, and academic support services; support faculty collaboration and pathway design; improve data collection and reporting capacity; and expand access to dual enrollment and early college opportunities for students. This investment would enable additional regions to implement and refine

comprehensive early college models while building the evidence, capacity, and infrastructure needed for future statewide expansion.

The California Community Colleges have demonstrated a strong track record of successfully implementing major dual enrollment initiatives, including the CCAP program and other dual enrollment authorities. As participation has expanded statewide, so too have the responsibilities of the Chancellor's Office. Pursuant to Education Code Section 76004, every CCAP partnership agreement must be filed with the Chancellor's Office before implementation, and the Chancellor is authorized to void any agreement that does not comply with the intent and requirements of the statute. This responsibility creates an ongoing statewide obligation to review agreements, provide oversight, support compliance, identify implementation challenges, and promote effective practices across districts. Yet no state funding has ever been provided to support these implementation, oversight, technical assistance, accountability, and continuous improvement responsibilities.

Therefore, we request **$1.5 million ongoing Proposition 98 General Fund** to support statewide implementation, technical assistance, evaluation, and professional learning. Funding would support implementation coaching, communities of practice, resource and toolkit development, dissemination of promising practices, cross-regional collaboration, evaluation activities, and coordination among participating districts and partners. These resources will help ensure consistent implementation across regions, document effective practices, and support the development of scalable models that can inform future statewide policy and investment decisions.

Transfer Success Initiative

For most Californians seeking a bachelor’s degree, community college transfer is a primary pathway to economic opportunity. Yet a 2024 California State Auditor’s report found that only about 21% of students who entered community college intending to transfer did so within four years. Among those who did not transfer, approximately 96% never applied to a California State University (CSU) or University of California (UC), even though nearly 131,000 had accumulated at least 60 transferable units and nearly 16,000 had earned an Associate Degree for Transfer (ADT).

California has invested significantly in transfer reform through the ADT, Common Course Numbering, Cal-GETC, and the Common Cloud Data Platform. The next step is making these reforms work more effectively for students**.** We request **$20 million one-time Proposition 98 General Fund** to establish the Transfer Success Initiative. Of this amount we request 5% be set aside to support Chancellor's Office coordination, implementation, data analysis, and evaluation, with $19 million directed to colleges. The $19 million would strengthen processes within existing Transfer Centers through smart technologies and AI capabilities that help identify transfer-intending students, track progress, flag critical milestones, and connect students with timely support. Funding would also strengthen existing transfer pathways and develop new pathways that expand opportunities for students to complete a bachelor's degree.

The goal is to use the infrastructure California has already built, strengthen the pathways available to students, and make transfer easier to navigate and complete.

Program Pathways Mapper

As students attend multiple colleges, pursue transfer, and balance education with work and family responsibilities, clear and connected academic pathways have become essential to student success. With nearly 45% of students enrolling at more than one college during their educational journey, information about degree requirements, transfer pathways, and career opportunities often remains fragmented across institutions and districts, making it difficult for students to identify the most efficient route to their educational goals. This complexity contributes to excess unit accumulation, delayed completion, and barriers to successful transfer. Program Pathways Mapper (PPM) addresses this critical challenge by serving as the community colleges' statewide, faculty-approved digital platform that connects programs, coursework, transfer opportunities, and career outcomes through a single student-centered experience.

PPM has served more than 1.3 million students cumulatively and nearly 80% of California Community Colleges, with growing participation from the CSU and UC. PPM supports Cal-GETC and Common Course Numbering, providing the digital infrastructure needed to connect California's transfer reforms into a seamless student experience. While the initial investment supported the design and establishment of the platform, ongoing resources are needed to complete statewide implementation, onboard the remaining colleges and

university partners, maintain accurate pathway information, and continuously improve the platform as educational policies and programs evolve. With a strong foundation already in place, the next phase is ensuring equitable statewide implementation.

We request **$6.7 million one-time and $6 million ongoing Proposition 98 General Fund** to sustain, expand, and modernize Program Pathways Mapper as California's statewide digital infrastructure for educational planning. The one-time investment will complete the phase-in stage across all public higher education segments, onboard the remaining institutions, and expand faculty-approved pathway maps to create a truly statewide student experience, while ongoing funding will ensure that pathways remain current as curriculum, transfer requirements, and degree programs evolve. By supporting continuous integration with statewide student-facing systems and providing the long-term operational capacity needed to maintain PPM as a reliable, state-owned platform, California will reduce reliance on proprietary commercial systems, ensuring that future policy reforms can be implemented efficiently across California's higher education ecosystem.

APPENDIX D: EQUITABLE WORKFORCE AND ECONOMIC DEVELOPMENT BUDGET REQUEST

California's economic future depends on expanding opportunity and connecting more residents to quality careers. Community colleges are uniquely positioned to connect learners with high-quality careers and creating pathways to family-sustaining jobs. At the same time, continued investment in workforce programs will position more Californians to participate in and benefit from the state's economic growth.

Strong Workforce Program Restoration

The Strong Workforce Program is California Community Colleges' primary investment in workforce education, providing the foundation for career technical education, employer partnerships, regional workforce planning, and work-based learning aligned with regional labor market needs. As California continues to strengthen its talent pipeline for high-demand industries, colleges must have the capacity to not only prepare students for employment but also connect them to meaningful careers through coordinated employer engagement, career navigation, and paid work-based learning experiences. While the Strong Workforce Program is a significant workforce investment in our students, recent funding shifts have reduced the program's flexibility to respond to regional workforce priorities.

We request **$60 million one-time Proposition 98 General Fund** over the next two fiscal years to fully restore the Strong Workforce Program to its base funding level from the 2023-24 State Budget. While the Rebuilding Nursing Infrastructure (RNI) Grant Program will help address California's severe nursing shortage, the reduced level of resources available for the core Strong Workforce Program creates some geographic and demographic inequities due to the distributional effects associated with program resource availability in different regions of the state. Each college has received approximately a 20% reduction in Strong Workforce grant funding, despite rising costs and varying regional workforce demands. Restoring the Strong Workforce Program to its current level and separately funding the RNI program will empower colleges to be agile and responsive to their communities and learners, support equitable workforce development across the state, and foster the collaboration necessary to advance the state's workforce goals.

Employer Tax Credit Pilot Program

The Board of Governors has identified paid, high-quality work-based learning as an important strategy for improving student success and economic mobility, but our experience is that expanding internships at scale requires substantially greater employer incentives to further participation. Research indicates that structured work experiences are associated with stronger academic engagement, clearer career goals, persistence, and employment outcomes, while internships also help students build professional networks and social capital that can be especially valuable for first-generation and historically underserved students. At the same time, employers increasingly place a premium on prior work experience, making employer partnerships and meaningful workplace experiences critical as the nature of work evolves.

We request **$1.5 million one-time General Fund per year for three years** for the California Community Colleges to establish an Employer Tax Credit Pilot Program. This proposal requests the tax credit be structured in such a manner that it would not impact the computation of the Proposition 98 minimum guarantee. The three-year pilot would test whether a targeted employer incentive can expand access to paid, credit-bearing internships, particularly among small and midsize employers that may otherwise lack the capacity to participate. Beginning with 10 colleges, the pilot would target at least 50 employers and 100 paid internships annually and would be evaluated to determine whether the credit attracts new employers, creates internships that would not otherwise exist, encourages future student and employer participation, and improves student completion and employment outcomes. The results of this pilot would establish an evidence base for determining whether future investments should be pursued to create a broader employer tax credit and inform what level of incentive is necessary to sustain employer participation.

The pilot is intended to provide participating employers with a tax credit equal to 50% of eligible student wages, while employers would continue to fund no less than the remaining half.

Internship Demonstration Project

California's community colleges offer work-based learning through a range of programs and employer partnerships, but these opportunities are not consistently integrated into

academic and career pathways. A planned internship demonstration model will test the establishment of a model for how colleges can better connect academic programs, career services, and regional employer partnerships to create more consistent access to paid, career-aligned internships. This pilot will build on existing work-based learning efforts while strengthening institutional structures to expand student participation and align internships with career education pathways.

We request **$5 million one-time Proposition 98 General Fund** to scale the recently established Internship Demonstration Project across roughly 10 districts throughout the system. This investment would provide pilot colleges with dedicated resources to strengthen student participation, deepen employer partnerships, and develop sustainable approaches for integrating paid internships into career education pathways. Funding would also support pilot colleges in examining the data, technology, and institutional structures needed to coordinate opportunities and understand student and employer outcomes, ensuring work-based learning become an intentional part of the college experience.

Apprenticeship Degree Pathways Demonstration Project

Registered apprenticeships are one of California's most effective workforce strategies, combining paid employment with classroom instruction to prepare students for high-demand careers. Yet apprenticeship and higher education often operate as separate systems, limiting opportunities for apprentices to earn college degrees that recognize their learning and support long-term career advancement. As California expands apprenticeship opportunities across healthcare, transportation, construction, clean energy, public service, and other critical industries, stronger alignment between apprenticeship and community college degree pathways will enable more working learners to earn stackable credentials that translate into greater economic mobility and educational attainment.

We request **$25 million one-time Proposition 98 General Fund** to establish the Apprenticeship Degree Pathways Demonstration Project. This demonstration project would support the development and validation of statewide models that align registered apprenticeship programs with community college associate degrees while identifying pathways into baccalaureate attainment. Through regional partnerships with

apprenticeship sponsors, employers, labor organizations, colleges, and state agencies, the pilot will support curriculum alignment, credit for prior learning, degree mapping, and technical assistance that recognize apprenticeship learning, align on-the-job training with academic credit, and create stackable educational pathways for working learners.

By connecting education and employment through an integrated earn-and-learn pathway, the initiative is designed to produce scalable models that can be replicated across California's high-demand industries. It will establish a blueprint for strengthening educational mobility while preparing a highly skilled workforce that meets California's evolving economic needs.

APPENDIX E: THE FUTURE OF LEARNING AND GENERATIVE ARTIFICIAL INTELLIGENCE BUDGET REQUEST

California Community Colleges must build the infrastructure necessary to ensure students, faculty, and colleges can effectively participate in an increasingly AI-driven economy. While AI presents significant opportunities to improve teaching, learning, student services, and operational efficiency, realizing these benefits requires coordinated investments in statewide and local infrastructure. Without a deliberate strategy, colleges will adopt AI unevenly, creating disparities in access, capacity, cybersecurity, and student outcomes across regions and communities.

To support equitable, secure, and effective AI adoption across the system, California Community Colleges seek investments in three interconnected areas: workforce capacity and professional learning, shared technology and cybersecurity infrastructure, and local innovation that can be scaled statewide.

Innovative Teaching and Artificial Intelligence Professional Development

Low-income, first-generation, and underrepresented students face the greatest risk when AI preparation varies across colleges and regions. Extending tailored professional development to all faculty, including part-time faculty and classified staff, will assist in minimizing likely regional and institutional equity gaps. As the state's largest provider of workforce education, community colleges must ensure faculty, staff, and administrators have the capacity to thoughtfully integrate AI into teaching, learning, and technology functions while preparing students to succeed in an increasingly AI-fueled workforce.

We request **$10 million one-time and $30 million ongoing Proposition 98 General Fund** to launch AI professional development and literacy efforts. This investment will establish the human infrastructure necessary for responsible AI adoption across California Community Colleges by creating shared statewide resources, professional learning systems, and local capacity to effectively integrate AI into teaching, learning, student services, and institutional operations. Specifically, funds would help establish a centralized professional learning portal, accessible AI literacy modules, foundational data governance and ethical frameworks, and comprehensive guidance that support responsible implementation across the system. Coordinated through the Chancellor's

Office and the statewide AI Professional Development Council, this initiative will provide consistent leadership, professional learning, and implementation support so that all colleges can benefit from shared expertise rather than developing independent approaches.

Ongoing funding will sustain long-term institutional capacity by providing stipends for full- and part-time faculty and classified professionals to redesign curriculum, modernize assessment, develop discipline-specific instructional practices, and participate in ongoing professional learning. It will also support continuous updates to AI literacy resources, statewide evaluation of effective practices, and ongoing coordination to ensure colleges remain responsive as AI and instructional practices continue to evolve.

By establishing a coordinated statewide approach and ensuring every educator has access to high-quality professional learning, we better prepare students with the knowledge, skills, and competencies needed to thrive in an economy where AI literacy is increasingly essential for educational success, career advancement, and lifelong learning.

Technology Interoperability Block Grant

Technology is now essential to teaching, learning, student services, and the day-to-day operations of our colleges. Districts must continually invest in software, hardware, cloud services, cybersecurity, and data infrastructure while responding to emerging challenges such as financial aid fraud and rapidly evolving AI technologies. These pressures will increase as SB 122 (2026) expands California's sales and use tax to software and Software-as-a-Service (SaaS) beginning January 1, 2027, adding a new recurring cost to technology contracts used by colleges and the Chancellor's Office.

At the same time, California has invested in statewide technology infrastructure designed to make the community college system easier for students to navigate and better connected to education and employment. The next step is ensuring that every district has the resources and connectivity to fully participate in these systems. We request **$100 million one-time Proposition 98 General Fund** for a Technology Interoperability Block Grant. We further request that 5% of the funding be allocated to support coordination and statewide implementation, with $95 million distributed to districts.

Funding would help districts maintain essential technology and cybersecurity while connecting local systems to statewide infrastructure, including the Common Cloud, Career Passport, Mapping Articulated Pathways, and Program Pathways Mapper. It would also support smart technologies and AI capabilities that advance interoperability and the technology needed to capture and track apprenticeships, internships, and other work-based learning experiences through common platforms. Although the funding would flow primarily to districts, the purpose is statewide: give colleges the resources to participate in an integrated technology ecosystem where information can follow students across colleges, programs, credentials, transfer pathways, apprenticeships, internships, and employment.

The goal is to maintain the technology colleges need today while connecting the statewide infrastructure California needs for tomorrow.

Shared Agentic Artificial Intelligence Enablement Infrastructure

California's community colleges currently lack shared AI capabilities, creating a risk that each technology system or application will implement inconsistent approaches that cannot be effectively scaled. Rather than developing separate siloed AI capabilities within each statewide platform, we request a modest investment of approximately **$6 million one-time and $3 million ongoing Proposition 98 General Fund** to establish a shared agentic AI enablement layer for the California Community Colleges' statewide technology ecosystem.

This investment would support the establishment of common infrastructure, services, governance, and technical capacity that can be integrated across systems such as the Common Cloud Data Platform, CCCStart, Career Passport, and other Chancellor's Office technology platforms. The architecture would support the development of a coordinated set of Chancellor's Office AI agents and services that can operate across platforms while also being embedded within individual applications where appropriate.

This shared approach would avoid duplicative development, improve future interoperability, support strengthened security and governance, and allow future AI capabilities to be deployed more rapidly across the statewide technology portfolio. This represents a focused, achievable infrastructure investment that builds upon existing modernization efforts while helping move away from siloed platform development. This

capability is also expected to increase the Chancellor's Office's ability to connect disparate systems, extract greater value from the data sets it maintains, automate appropriate cross-system processes, and provide more integrated services to students, colleges, and staff.

Artificial Intelligence Workflows for Operational Efficiency and Classroom Success

California's community colleges currently face a fragmented and increasingly costly AI environment, with individual colleges and technology systems relying on commercial platforms or developing separate capabilities that are difficult to secure and maintain across the system. Without shared infrastructure, the system risks creating inconsistent approaches to responsible AI adoption. At the same time, commercial enterprise AI solutions are increasingly expensive to deploy at scale.

To address these challenges, we request **$9 million one-time and $12 million ongoing Proposition 98 General Fund** to establish an intersegmental artificial intelligence partnership with UC San Diego (UCSD), the San Diego Supercomputer Center (SDSC), and Corporation For Education Network Initiatives In California (CENIC), expanding access to the CENIC AI Resource (CENIC AIR) to all community colleges. The one-time capital investment would fund inference-optimized AI hardware within CENIC AIR, granting all 116 community colleges access to sovereign supercomputing infrastructure powering California's top research institutions. This would also enable similar AI workloads to be processed at a fraction of the cost of commercial solutions, addressing the data-scraping and privacy concerns inherent in vendor platforms. The ongoing funding would support the hosting, power, staffing, and maintenance required to sustain the infrastructure, along with the systems engineering, technical training, platform integration, and governance needed to operationalize it systemwide.

The shared infrastructure would create a common foundation for responsibly deploying and evaluating AI applications in teaching and learning. For example, faculty-vetted AI tutoring tools have demonstrated the potential to improve student outcomes, including reducing failure rates in foundational mathematics from 35% to 11%. A shared infrastructure model will help scale these applications securely and equitably across the system.

Artificial Intelligence Innovation Fund

While statewide professional learning provides the foundation for responsible AI adoption, innovation often begins at the local level where faculty, staff, and college leaders develop solutions to address the unique needs of their students and communities. California's community colleges have a long history of transforming locally developed innovations into statewide models that improve student success, educational access, and institutional effectiveness. However, colleges currently lack a dedicated funding source to pilot, evaluate, and scale emerging AI applications before they become broader system investments.

To accelerate responsible innovation, we request **$25 million one-time Proposition 98 General Fund** to establish the Artificial Intelligence Innovation Fund. Administered by the Chancellor's Office, this fund would provide competitive grants to districts and regional partnerships to pilot AI applications that may improve teaching, learning, student success, and institutional effectiveness. The Innovation Fund grants would support the development of open-source solutions, cross-functional collaboration, and rigorous evaluation so that successful innovations can be replicated across the system rather than developed independently by individual institutions.

This proposal builds on a proven state model. California's 2015 Higher Education Innovation Awards demonstrated that relatively modest seed investments can produce transformative statewide results. Bakersfield College's Program Pathways Mapper, initially supported through a $1 million innovation award, ultimately evolved into California's statewide transfer mapping platform following additional state investments.

Similarly, the AI Innovation Fund would allow participating colleges to develop, test, and refine promising AI applications while the Chancellor's Office evaluates outcomes, disseminates effective practices, and identifies innovations appropriate for broader statewide implementation. By creating a structured pathway from local innovation to statewide adoption, the Artificial Intelligence Innovation Fund will encourage collaboration across the system, accelerate the responsible use of AI, and position community colleges to remain at the forefront of educational innovation while improving student success and workforce preparation.

In closing, these five investments establish the human, technical, and innovation infrastructure necessary for responsible AI adoption across California Community Colleges. The professional development initiative builds workforce capacity, the Artificial Intelligence and Cybersecurity Initiative creates shared statewide computing infrastructure, and the Artificial Intelligence Innovation Fund supports locally developed solutions that can be evaluated and scaled across the system. By combining state-level infrastructure with local implementation and innovation, these proposals will ensure all colleges, regardless of size or resources, can participate in the responsible use of AI while strengthening student success, workforce preparation, cybersecurity, and institutional effectiveness.

APPENDIX F: CHANCELLOR'S OFFICE CAPACITY BUDGET REQUEST

The Chancellor's Office serves as the backbone of the California Community Colleges system, providing the leadership and infrastructure needed to drive statewide priorities and support institutional success. In recent years, the scope and complexity of these responsibilities have grown substantially, driven by increasing statewide and national demands for greater accountability, innovation, data capacity, and measurable student outcomes. To meet these demands, we request 18 new permanent positions and **$3.3 million ongoing General Fund** to provide timely guidance to colleges, strengthen oversight of public investments, support continuous improvement, and scale innovative practices that improve student outcomes.

Division	Overview of Division	Justification for New Positions
College Finance and Facilities Planning Division	The College Finance and Facilities Planning Division oversees the fiscal and facilities policies that govern the distribution and stewardship of state resources to community colleges, including Proposition 98 and capital outlay investments.	We request three (3) positions to strengthen ongoing fiscal oversight of Proposition 98 resources, ensure compliance with audit findings, and maintain the timely and accurate distribution of billions of dollars in state funding.
Climate Unit	The proposed Climate Unit would coordinate the system's response to California's climate and clean energy priorities, connecting institutional resilience, facilities, workforce development, instruction, and community partnerships.	We request four (4) positions to establish dedicated capacity to move the system from climate planning to implementation, helping colleges access investments, implement projects, develop climate workforce pathways, and coordinate efforts across the system.
Educational Services and Support Division	The Educational Services and Support Division advances student success by supporting high-quality instruction, academic pathways, student services, and systemwide initiatives that improve access, persistence, completion, and transfer.	We request two (2) positions to strengthen implementation of key student success priorities, provide sustained coordination and technical assistance to colleges, and ensure the system can translate recent investments and policy changes into improved student outcomes.

Division	Overview of Division	Justification for New Positions
Information, Security, Technology and Innovation Division	The Information, Security, Technology and Innovation Division leads efforts to modernize the system's technology, data, cybersecurity, and digital infrastructure and ensure these tools support student success and system operations.	We request three (3) positions to provide the specialized capacity needed to implement and secure increasingly complex statewide technology and data systems, protect existing investments, and respond to growing cybersecurity and privacy risks.
Office of Civil Rights	A new Office of Civil Rights within the Chancellor's Office would provide centralized systemwide leadership, guidance, and accountability to help colleges consistently meet their federal and state civil rights and Title IX obligations.	We request four (4) positions to establish dedicated capacity for ongoing compliance monitoring, technical assistance, training, reporting, and implementation of existing civil rights requirements across the system.
Workforce and Economic Development	The Workforce and Economic Development Division advances career education and workforce development by connecting colleges with employers, industry, labor, and workforce partners and aligning programs with evolving regional and statewide economic needs.	We request two (2) positions to strengthen administration and coordination of existing workforce investments and expand the system's ability to align regional partnerships, programs, and resources with California's changing workforce needs.

APPENDIX G: POLICY REQUEST DETAILS

California Apprenticeship Initiative Program Flexibility

Registered apprenticeships provide students with a direct pathway to high-quality careers by combining paid employment with classroom instruction and industry-recognized credentials. While the California Apprenticeship Initiative has successfully expanded registered apprenticeship opportunities through competitive grants, access remains uneven across the state, with many colleges lacking the capacity to develop and sustain apprenticeship programs. Dedicated apprenticeship personnel at colleges would cultivate employer partnerships, navigate the apprenticeship registration process, coordinate student recruitment and support services, and improve program implementation. We support policy changes that would transition the initiative to a flexible categorical program, enabling the Chancellor's Office to strategically invest in institutional capacity.

Distance Education Access for Incarcerated Students

Access to higher education should not depend on where a student is incarcerated. Although the Rising Scholars Network has significantly expanded educational opportunities in California's prisons, students often cannot complete their programs because required courses are unavailable at their home college. We support policy changes that would expand cross-enrollment in distance education for incarcerated students, enabling them to access courses offered by other community colleges, thereby strengthening pathways to successful transfer, workforce, and reentry.

Economic and Workforce Development Modernization

We seek to modernize the Economic and Workforce Development (EWD) Program through targeted statutory updates that strengthen regional coordination, improve alignment with statewide workforce and economic development strategies, and enhance the program’s ability to respond to emerging industry needs. Specifically, this proposal would update existing language to support more effective employer engagement, prioritize regional sector strategies aligned with California Jobs First, K-16 Collaboratives, and workforce partners, and improve credit mobility and program responsiveness across colleges. These changes will establish a clearer, more coordinated framework for regional workforce development. Upon implementation of this updated framework, the Board of

Governors intends to pursue additional funding in future years to support full program scale and long-term sustainability.

Streamline Legislative Reporting Requirements

The Chancellor's Office is committed to providing the Legislature with timely, accurate, and meaningful information that supports evidence-based policymaking. However, several statutory reporting requirements no longer align with current data collection practices, program planning cycles, or federal privacy laws, resulting in reports that are burdensome to produce while providing limited value for evaluating long-term outcomes. We request targeted statutory changes to modernize legislative reporting requirements by aligning reporting timelines with program implementation cycles, improving data quality, and providing greater flexibility where required information is unavailable.

Specifically, we propose updating the Student Equity and Achievement Program and Strong Workforce Program reports to align with each program's local planning cycle by transitioning from annual to three and four-year reporting, respectively. We also request aligning the California Adult Education Program report with the program's required three-year consortium plans by transitioning to a triennial reporting cycle and updating statutory deadlines to reflect when complete statewide outcomes data become available. Finally, we propose targeted revisions to the Nursing Program and Dual Enrollment reporting statutes to clarify that required reports include all data that is available, reasonably obtainable, and reportable without compromising student privacy.

The 2026-27 Budget:

Overview of the Spending Plan

LAO

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AUGUST 2026

INTRODUCTION

Each year, our office publishes the *California Spending Plan* to summarize the annual state budget. In this publication we provide an overview of the 2026-27 budget package, give a brief description of how the budget process unfolded, and then highlight the major features of the budget approved by the Legislature and signed by the Governor. This publication reflects the administration's estimates of legislative actions taken through the end of June 2026. In addition to this report, we will release a series of issue-specific, online posts that give more detail on the major actions in the budget package.

BUDGET CHOICES

In most years, we would describe the size of the budget problem (or budget surplus) the Legislature addressed (or allocated) and the mix of choices that make up that total. This year, neither framing fits the budget package as neatly. Although the budget package includes some traditional budget solutions, it also reflects a substantial amount of new discretionary spending and a large, first-time deposit into a surplus holding account. Taken together, these choices roughly offset one another. At the same time, the budget continues to rely on reserve capacity, even as revenues have surged to levels only surpassed by the state's previous peak in 2021-22. Taken altogether, this makes the budget condition difficult to describe concisely. As such, this section describes the state's budget choices on both sides of the ledger: first new commitments and discretionary choices, and then the budget solutions made.

NEW COMMITMENTS

Revenue and Spending Commitments

New Discretionary Spending Totals Nearly $6 Billion. The budget commits $5.7 billion in new, discretionary General Fund money in 2026-27. We define discretionary spending as new spending or revenue reductions that were not previously authorized under current law or legislative policy. Nearly all of these commitments are spending related—revenue reductions account for only about $25 million of the total, mainly a temporary reduction in the minimum franchise tax for newly formed businesses. For context, this new discretionary spending is equivalent to roughly 90 percent of the total year-over-year growth in General Fund spending between 2025-26 and 2026-27. A list of the discretionary General Fund spending actions (excluding Proposition 98 (1988)) in the 2026-27 budget package are listed in Appendix 1.

Most New Spending Is One Time, but the Budget Also Added New Ongoing Costs. Of the $5.7 billion in new discretionary spending, about $5 billion (87 percent) is one time, while the remaining roughly $700 million reflects ongoing commitments—costs that will recur as part of the budget's baseline in future years. On a fully phased-in basis, these will total about $825 million annually. This new ongoing spending is a relatively small share of the total. Nonetheless, it adds to the budget's baseline costs in future years, offsetting the solutions described elsewhere in this report that were used to address the gap between the state's ongoing revenues and expenditures.

New Spending Is Concentrated in Health, Though New Spending Touches Nearly Every Program Area. With over 250 individual items, new discretionary spending reaches nearly every part of the budget, but on a programmatic basis, health programs account for the largest share (nearly 40 percent of the total), followed by general government, labor, and related programs (15 percent); housing and homelessness (12 percent); and criminal justice (11 percent). Human services and resources and environment programs each account for about 8 percent to 9 percent, with the remainder split between higher education (3 percent), K-14 education (excluding Proposition 98) (2 percent), and

transportation (1 percent). Within health, the largest commitments are two one-time actions that delay previously planned reductions to Medi-Cal safety net clinic and dental payments ($1 billion and $258 million, respectively), along with $361 million for dental benefits for adults with unsatisfactory immigration status (UIS) and $250 million in public hospital grants. Other large individual commitments outside of health include: (1) $400 million for the Homeless Housing, Assistance and Prevention program (HHAP); (2) $228 million for new child care slots, plus $112 million to increase the child care monthly cost of care; (3) $200 million for the Multifamily Housing Program; and (4) $150 million each for the Community Air Protection Program and judicial branch deferred maintenance. Beyond these larger items, the remainder of the new augmentations consist of many smaller commitments—the median item is about $5 million—reflecting a broad range of initiatives.

Discretionary Reserves and Set Asides

Sets Discretionary Reserve Balance to $4.5 Billion. The Special Fund for Economic Uncertainties (SFEU) is a general-purpose reserve commonly used to provide capacity for unanticipated expenditures, including state costs associated with disasters and other emergencies. On a technical basis, it can be thought of as the end balance of the state's General Fund—the money that remains after accounting for all of the state's expected revenues and spending. The State Constitution has a balanced budget requirement, which means the balance of the SFEU must be set at zero or above for the upcoming fiscal year (2026-27). Any level above that is up to the discretion of the Legislature. As a result, we consider the entire balance of the SFEU to be a discretionary choice. The budget sets the SFEU balance at $4.5 billion, in line with recent budgets, which have set the balance between $3.5 billion and $4.5 billion.

Makes $6.4 Billion Transfer to Temporary Surplus Holding Account (TSHA). The budget package deposits $6.4 billion into the TSHA, to be withdrawn in 2027-28. Importantly, neither our office nor the Department of Finance considers this account to be a reserve. That is because, while it can help the state manage surging revenues within the budget window, it cannot mitigate against a future downturn in revenues. The box below describes this account and the transfer in more detail.

What Is the Temporary Surplus Holding Account (TSHA)?

Revenues Are Both Volatile and Uncertain. State revenues are volatile—they can grow or shrink rapidly from year to year, particularly because California's tax system relies heavily on high-income taxpayers. This means that, in some years, the state will collect significantly less in tax revenue than needed to cover its spending commitments—resulting in large budget problems. Relatedly, there is significant uncertainty about near-term revenue estimates—that is, even for the upcoming fiscal year, revenues can come in significantly above or below projections, resulting in large forecasting errors. This is especially common when revenues are growing or shrinking rapidly.

TSHA Was Set Up to Avoid Overspending a Surplus. In 2024, the Legislature created the TSHA as a tool intended to manage near-term revenue uncertainty. The account was designed for periods when the state has a surplus driven by rapid revenue growth and might otherwise commit to new spending based on revenue estimates that later prove overstated. The Legislature initially considered establishing formulas or rules governing deposits into the account. Ultimately, however, the TSHA was enacted as a flexible and largely discretionary mechanism.

Budget Uses TSHA for the First Time. The 2026-27 budget package deposits $6.4 billion into the TSHA and plans to withdraw the same amount in 2027-28. (By law, funds can remain in the account for up to one year.) In effect, this transfer uses anticipated 2026-27 resources to help balance the following year's budget, rather than allocating those resources to new purposes in the current budget window.

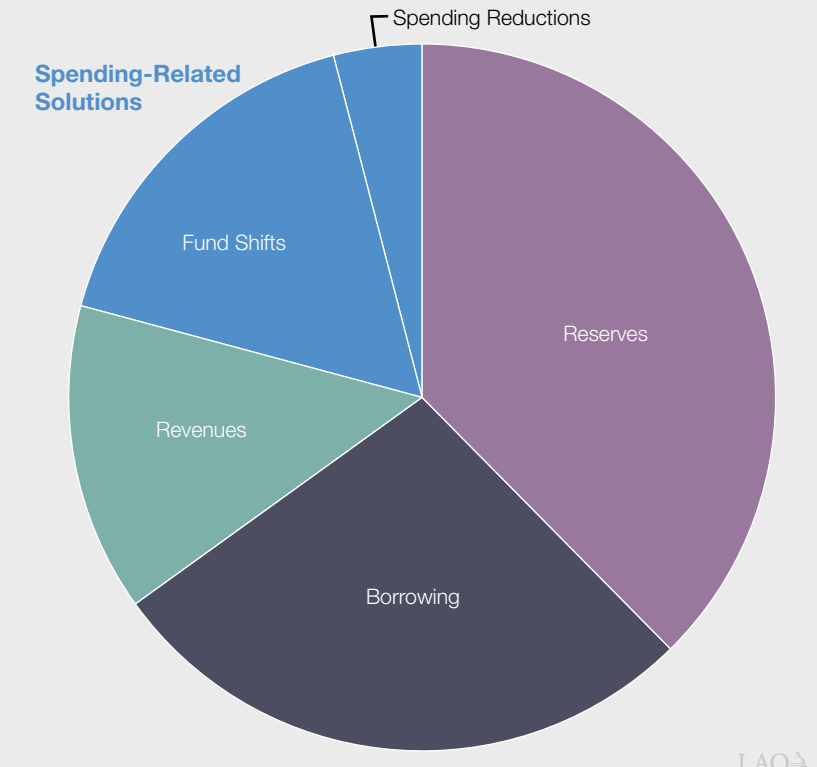
BUDGET SOLUTIONS

The state has several types of solutions—or options—for addressing a shortfall between resources and costs, but the most important include: reserve withdrawals, spending reductions, revenue increases, and borrowing (for example, loaning money from other funds to the General Fund).

Budget Package Included $14 Billion in Budget Solutions. The budget package includes about $14 billion in budget solutions. This total is essentially the same as the amount in the Governor's May Revision (also $14 billion). **Figure 1** summarizes the solutions that the budget package used. As the figure shows, the budget primarily relies on reserves and borrowing, which together represent about two-thirds of total solutions. Spending-related solutions—reductions and fund shifts—represent about $3 billion, or roughly one-fifth of the total. Revenue-related solutions, at $2 billion, represent the remainder. This section provides additional detail on each category of solution. Appendix 2 lists all the budget solutions.

Figure 1

$14 Billion in Budget Solutions in the Budget Package



Reserves ($5 Billion)

Nearly 40 percent of the budget's solutions are achieved by suspending an otherwise required reserve deposit—$5.4 billion. This is the single largest category of solutions in the budget package.

Suspends Budget Stabilization Account (BSA) True-Up Deposit of $5.4 Billion. Proposition 2 (2014) outlines the formulas by which the state must, each year, make deposits into the BSA, unless those requirements are suspended under a budget emergency. Proposition 2 also requires the state to revisit—or "true up"—its estimates of BSA deposits twice: once in each subsequent fiscal year. These true ups are required even if the initial deposit was suspended; however, true ups can themselves be suspended, as well. The state already suspended a $1.6 billion initial deposit for 2025-26. Under the administration's revenue estimates, an additional $5.4 billion true-up deposit was otherwise required for that year. The budget package suspends this entire true-up deposit.

Borrowing ($4 Billion)

The budget package addresses about one-quarter of its solutions using borrowing—$3.9 billion. We define "borrowing" as budget actions that achieve savings in the present but result in an obligation or higher cost for the state in a future year.

Entire Borrowing Total Reflects a Proposition 98 "Settle-Up" Obligation. This year's borrowing consists of a single action: a $3.9 billion Proposition 98 settle-up obligation. Proposition 98 sets a minimum funding requirement for schools and community colleges based on formulas in the State Constitution. The state makes an initial estimate of this requirement when it enacts the budget, then revises this estimate over the following two years to reflect updated data. The budget funds

schools and community colleges below the current estimate of the minimum requirement for 2025-26, which provides temporary budget capacity but requires the state to settle up using future revenues. (This is why we categorize settle up as borrowing: it produces savings today at the cost of an obligation the state will need to pay later.)

The Administration Does Not Currently Publish a List of Outstanding Budgetary Borrowing. The borrowing described in this section is similar to the array of measures used during the Great Recession—collectively referred to at the time as the state's "wall of debt"—which created obligations to address budget gaps and that the state repaid or reversed gradually over time. While the state has various financial and accounting reports that allow policymakers and observers to track certain kinds of liabilities, the administration does not produce an easily accessible, public list that consolidates the state's outstanding budgetary borrowing incurred to address recent budget problems. We provide our best estimate of this list in Figure 2.

Figure 2

The State's New Wall of Debt

Reflects Existing Obligations and New Obligations for the end of 2026-27 (In Billions)

Borrowing Type	Amount Outstanding at End of 2026-27
Existing	
Business tax credit limitation (2024-2027)	$7.8
Proposition 98 maneuver (cash borrowing)	6.2
Medi-Cal maneuver (cash borrowing)	4.4
Special fund loans[a]	4.3
Payroll deferral	1.6
Middle Class Scholarships arrears budgeting[b]	0.7
University payment deferrals	0.3
Total	**$25.3**
Newly Created in 2026-27	
Proposition 98 settle up (2025-26)	$3.9
Total (Including Newly Created)	**$29.2**

[a] A share of these loans are outstanding from 2020-21. This does not include interest.

[b] The state appropriated no funding for this program in 2025-26 and began paying for it in arrears. No plan is in place to end this arrangement. The state, however, reduced the amount of associated borrowing in 2026-27 due to reducing award coverage from 35 percent to 23 percent of students' remaining need.

Note: Includes actions taken to address budget problems in 2023-24 and later. Prior versions of this table did not include the business tax credit limitation, but upon further review, we have determined this action should be included.

We Estimate the State's Outstanding Budgetary Borrowing Will Total $29 Billion at the End of 2026-27. As figure 2 shows, under the budget package, we estimate the state will have about $29 billion in outstanding budgetary borrowing at the end of 2026-27. This total includes the $3.9 billion Proposition 98 settle-up obligation described earlier in this section. The value of existing obligations can also change from year to year based on repayments and new borrowing, but also updated estimates and other budget actions. For example, the amount of borrowing for the Middle Class Scholarship program has declined, reflecting a budgetary decision to lower award coverage (from 35 percent to 23 percent of students' remaining financial need). The budget package also includes an extension of the business credit limitation, which was set to expire in 2026, and now will expire in 2029.

Spending-Related Solutions ($3 Billion)

Fund Shifts. We estimate the budget package includes about $2.4 billion in fund shifts, nearly all of which are concentrated in Medi-Cal and other health programs. The largest is a $1.7 billion shift that uses Proposition 35 (2024) managed care organization (MCO) tax funds to cover provider payment increases that otherwise would have been supported by the General Fund. Other notable fund shifts include $387 million in MCO tax funds redirected to support behavioral health spending and a combined $212 million in Behavioral Health Services Fund offsets across the Department of Health Care Services, the Department of Public Health, and the Department of Health Care Access and Information.

Reductions ($0.6 Billion). We estimate the budget package includes about $580 million in spending reductions. These are concentrated in child care and Medi-Cal. The largest include

a $212 million reduction to State Preschool to align funding with program costs, a $127 million reduction to child care slots, and a $48 million reduction to the child care cost-of-living adjustment (COLA). In addition, the budget package extends new work requirements and six-month renewal periods to Medi-Cal enrollees with UIS, which results in $60 million in savings in 2026-27, growing to roughly $1.2 billion in savings in 2027-28, and $2 billion in savings ongoing.

Revenue-Related Solutions ($2 Billion)

Includes $2 Billion in Revenue-Related Solutions. The budget package includes three ongoing revenue solutions. The largest extends a temporary cap on business tax credits for three additional years before making the limitation permanent beginning in 2030, providing $1 billion in 2026-27. The budget also renews the MCO tax, providing $575 million in General Fund savings in 2026-27, and extends the sales tax to certain digital software sales, raising $450 million in 2026-27. Each of these is described in more detail in the "Major Features" section below.

GENERAL FUND CONDITION

In this section, we describe the overall condition of the General Fund budget and provide state appropriations limit (SAL) estimates under the spending plan. As is the case in the previous section, the figures here use the administration's budget estimates as of June 2026.

BUDGET WINDOW

Figure 3 summarizes the condition of the General Fund under the revenue and spending assumptions in the June 2026 budget package, as estimated by the administration. Under these projections, the state ends 2026-27 with $4.5 billion in the SFEU. (The SFEU is the state's operating reserve and essentially functions like an end-of-year balance.) The revised balance of $29.2 billion in the SFEU for 2025-26 reflects, in large part, a significant upward revision to 2025-26 revenues. That revenue upgrade leaves the budget close to structurally balanced in that year but does not carry through to 2026-27, as the administration assumes revenues are essentially flat in 2026-27. As a result, drawing down that elevated 2025-26 balance—along with other choices described earlier in this report—allows the state to cover costs in 2026-27 that would not otherwise be covered by that year's revenues on their own. In other words, the state has a structural imbalance in 2026-27, even though the enacted budget is balanced.

Figure 3

General Fund Condition Summary

(In Millions)

	2024-25 Revised	2025-26 Revised	2026-27 Enacted
Prior-year fund balance	$54,258	$56,707	$57,221
Revenues and transfers	233,639	245,817	226,754
Expenditures	231,190	245,303	251,477
Ending fund balance	$56,707	$57,221	$32,498
Encumbrances	$27,998	$27,998	$27,998
SFEU Balance	**$28,709**	**$29,223**	**$4,500**
Reserves			
BSA	$18,596	$11,496	$15,070
SFEU	28,709	29,223	4,500
Safety net	0	—	—
Total Reserves	**$48,205**	**$40,719**	**$19,570**

Note: Reflects administration estimates of budget actions taken through July 1, 2026.

SFEU = Special Fund for Economic Uncertainties and BSA = Budget Stabilization Account.

Reserves

General Fund Reserves Nearly $20 Billion Under Spending Plan. Combined, under the spending plan, the BSA ($15.1 billion) and SFEU ($4.5 billion) would total $19.6 billion at the end of 2026-27. The state's Safety Net Reserve, which held $900 million as recently as 2023-24, is now fully depleted. Under the budget package, the state would also end 2026-27 with $9.2 billion in the Public School System Stabilization Account, or Proposition 98 Reserve.

Voters Will Decide on Reserve-Related Constitutional Changes in November. As part of the budget package, the Legislature passed ACA 20, which will appear before voters as Proposition 2 (2026) on the November ballot. If approved by voters, the measure would make several changes to the state's constitutional reserve and debt-payment framework, beginning in 2027-28. It would raise the cap on the BSA's balance from 10 percent to 20 percent of General Fund tax revenues and require larger deposits in years when revenues from capital gains are unusually high. It would also extend the state's current requirement to make extra debt payments toward pension and retiree health liabilities—set to expire in 2030—through 2040, while expanding the purposes of those payments. Finally, the measure would change how both BSA and TSHA deposits count toward the SAL.

Revenues

Figure 4 displays the administration's revenue projections as incorporated into the June 2026 budget package. As the figure shows, consistent with stock-market-driven revenue strength and surges in collections, revenues from the state's three largest sources are estimated to have grown substantially in 2025-26. The administration does not assume this pace of growth continues: combined revenues from the three major sources are projected to grow by just $1.3 billion (0.6 percent) in 2026-27, with personal income tax collections assumed to decline slightly (down 0.8 percent, or $1.2 billion) even as sales and use tax (up 2.9 percent) and corporation tax (up 3.4 percent) continue to grow.

Spending

Figure 5 displays the administration's June 2026 estimates of total state and federal spending in the 2026-27 budget package. General Fund spending is projected to total $252 billion in 2026-27, an increase of $6 billion (2.5 percent) from the revised 2025-26 level. Including special funds, total state spending reaches $347 billion. Accounting for bond funds and federal funds as well, all-funds spending totals roughly $539 billion in 2026-27, with federal funds—at $187 billion—growing by nearly 5 percent. (The "Major Features" section of this report also describes some of the major discretionary spending choices and budget solutions reflected in the spending plan.)

MULTIYEAR

2026-27 Operating Deficit Is Larger Than the Budget's Solutions. As shown in Figure 6, the administration estimates an $18.5 billion operating deficit in 2026-27—somewhat larger than the amount of solutions needed to balance the enacted budget. This difference arises largely because the enacted budget is balanced on a cumulative basis: as discussed earlier in this report, it draws down the elevated fund balance carried over from 2025-26 and prior years. The operating deficit, by contrast, evaluates each year in isolation—comparing the

Figure 4

General Fund Revenue Estimates

(Dollars in Millions)

	Revised		Enacted	Change From 2025-26	
	2024-25	2025-26	2026-27	Amount	Percent
Personal income tax	$131,328	$146,847	$145,609	-$1,239	-1%
Sales and use tax	33,596	34,588	35,598	1,010	3
Corporation tax	41,757	43,662	45,167	1,505	3
Total, Major Revenue Sources	**$206,681**	**$225,097**	**$226,373**	**$1,276**	**1%**
Insurance tax	$4,298	$4,510	$4,728	$217	5%
Other revenues	9,070	7,273	6,258	-1,493	1
Transfers and loans	13,590	8,936	-10,605	-19,063	-8
Totals, Revenues and Transfers	**$233,639**	**$245,817**	**$226,754**	**-$19,063**	**-8%**

Note: Reflects administration estimates of budget actions taken through July 1, 2026.

revenues the state collects that year against the costs it incurs that year. Viewed this way, the state's 2026-27 ongoing revenues fall well short of its ongoing spending.

Administration Projects Operating Deficits Throughout the Forecast Period. Once the entering fund balance is spent down, the state no longer has a comparable cushion to draw on, and the operating deficit becomes a closer approximation of the budget's year-to-year condition. Under the administration's estimates and proposals, the operating deficit narrows after 2026-27—to $10.4 billion in 2027-28, $8.7 billion in 2028-29, and $8.3 billion in 2029-30—but remains notable throughout the forecast period.

STATE APPROPRIATIONS LIMIT

Under Proposition 4 (1979), the Constitution limits how the state can spend revenues that exceed a certain limit—a set of formulas known as the SAL. During the revenue surges in the early 2020s, the SAL was an important constraint in the budget process and had significant implications for the Legislature's budget decisions. For the last few years, however, the SAL has not been salient to the budget process. This is because declines in revenues, coupled with some growth in the limit, have meant the state has more room.

Figure 7 provides an overview of the SAL estimates in this year's budget. As the figure shows, under the budget package, the state has $27 billion in room under the SAL limit in 2026-27—an increase from $8 billion in room in 2025-26.

Figure 5

Total State and General Fund Expenditures

(Dollars in Millions)

	Revised		Enacted	Change From 2025-26	
	2024-25	2025-26	2026-27	Amount	Percent
General Fund	$231,190	$245,303	$251,477	$6,174	3%
Special funds	84,332	91,130	95,129	3,999	4
Budget Totals	**$315,523**	**$336,433**	**$346,606**	**$10,173**	**3%**
Bond funds	$1,610	$10,520	$5,104	-$5,417	-51%
Federal funds	160,091	178,422	187,190	8,768	5

Note: Reflects administration estimates of budget actions taken through July 1, 2026.

Figure 6

State Faces Future Operating Deficits

(In Billions)

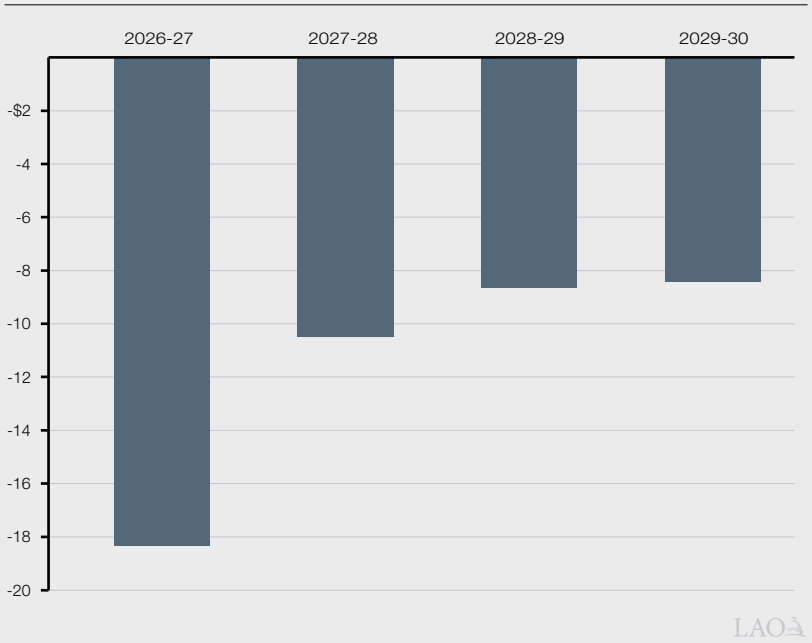


Figure 7

State Appropriations Limit (SAL) Estimates

(In Billions)

	2024-25	2025-26	2026-27
SAL Revenues and Transfers	$263.4	$281.1	$280.3
Exclusions	-120.3	-122.5	-125.6
Appropriations Subject to the Limit	**$143.1**	**$158.6**	**$154.7**
Limit	$147.6	$166.9	$182.0
Room/Negative Room	**$4.5**	**$8.3**	**$27.3**
Excess Revenues?		No	

Note: Reflects administration estimates of budget actions taken through July 1, 2026.

Because appropriations subject to the limit remain below the constitutional limit, the state does not have excess revenues in 2026-27, meaning no additional funding for schools or taxpayer rebates is triggered under Article XIII B. As noted above, if passed by voters, Proposition 2 (2026) would change how BSA and TSHA transfers are treated under the SAL beginning in 2027-28.

EVOLUTION OF THE BUDGET

This section provides an overview of the 2026-27 budget process. **Figure 8** contains a list of the budget-related legislation passed on or before July 1, 2026.

Governor's January Budget Proposal

Governor's Budget Roughly Balanced on Higher Revenues. Governor Newsom's administration presented its proposed state budget to the Legislature on January 9, 2026. At the time, the administration estimated the budget faced a roughly $3 billion deficit—which we characterized as roughly balanced. This was considerably smaller than the $18 billion deficit we had projected in our November *Fiscal Outlook*. The difference was driven almost entirely by the administration's higher revenue estimate, a $42 billion upgrade from the *2025-26 Budget Act* reflecting strong income tax collections tied to a stock market boom.

Governor's Budget Solutions Relied on Borrowing and New Reserve Use. The Governor's budget included about $9 billion in budget solutions, the two largest of which were a $5.6 billion Proposition 98 settle-up obligation (funding schools and community colleges below the estimated constitutional minimum for 2025-26) and the suspension of a $2.8 billion BSA true-up deposit otherwise required for 2025-26. The budget also proposed setting the state's operating reserve, the SFEU, at $4.5 billion, and included about $600 million in new discretionary spending.

Figure 8

Budget-Related Legislation Passed On or Before July 1, 2026

Bill Number	Chapter	Subject
Budget Bills and Amendments		
AB 109	19	*2026-27 Budget Act*
AB 112	22	Amendments to the *2022-23*, *2023-24*, *2024-25*, and *2025-26 Budget Acts*
SB 111	21	Amendments to *2026-27 Budget Act*
Trailer Bills		
AB 126	65	Education
AB 150	25	Early care and education
AB 152	26	Human services
SB 125	24	Medi-Cal: Managed care organization provider tax
SB 135	79	Higher education
SB 163	80	Developmental services
SB 164	27	Health
SB 165	61	Skilled nursing facilities: reimbursement rates
SB 166	62	Public resources
SB 168	81	Public resources
SB 169	82	Transportation
SB 170	28	Governor's reorganization plan
SB 171	83	Labor
SB 172	84	State government
SB 174	29	Courts
SB 177	64	Medi-Cal: Fair Share for Big Corporations Act
SB 179	68	Housing
SB 180	85	Taxes

Note: This figure includes budget bills and trailer bills identified in Section 39.00 in the *2025-26 Budget Act* that were passed by the Legislature on or before July 1, 2026. Ordered by bill number.

Spring Revenue Collections

February Collections Confirmed Continued Revenue Strength. In February, we published an updated revenue forecast finding that income tax collections in December and January had exceeded Governor's budget projections by about $6 billion, driven by continued stock market gains connected to investor enthusiasm around artificial intelligence. We estimated this improvement translated into a roughly $2.5 billion upgrade to the budget's bottom line relative to January. At the same time, we

reiterated that similar asset-price-driven revenue surges in 2000, 2006, and 2021 were each followed by sharp reversals, and recommended that the Legislature treat any additional resources at the May Revision as a one-time windfall—to be used to reduce reliance on reserves and budgetary borrowing rather than to fund new ongoing commitments.

Governor's May Revision

Higher Revenues Again Improved the Budget's Bottom Line. Governor Newsom presented the May Revision on May 14, 2026. Relative to the January budget, the administration's revenue estimates across the three-year budget window (2024-25 through 2026-27) increased by about $16 billion, again reflecting continued strength in income tax collections. Higher constitutionally required spending on schools, community colleges, and reserves partially offset this improvement. The May Revision also reflected operating deficits that were about half as large as those in the January budget proposal—reducing these deficits was consistent with our guidance.

May Revision Continued to Rely on Reserves and Borrowing. The May Revision continued to rely on reserves and borrowing to balance the budget. The May Revision also introduced a first-time proposal to deposit nearly $10 billion into the TSHA—a mechanism created in 2024 to guard against overcommitting uncertain revenue—and withdraw the same amount in 2027-28, in effect using anticipated 2026-27 resources to help balance the following year's budget. Separately, the administration proposed a smaller $4 billion Proposition 98 settle-up obligation (down from $5.6 billion in January), which added to the state's outstanding budgetary borrowing, projected to approach $30 billion.

Proposed New Ongoing Revenues and Other Solutions. The Governor also proposed ongoing revenue solutions: a renewed and larger MCO tax (providing roughly $575 million in General Fund savings in 2026-27, growing to about $2 billion annually), a permanent cap on business tax credits (an estimated $850 million in 2026-27), and extending the sales tax to certain digital software sales (an estimated $450 million in General Fund revenue in 2026-27). Combined with expanded Medi-Cal spending reductions and fund shifts, the May Revision's solutions totaled about $14 billion.

Legislature's Budget

In the weeks following the May Revision, the Assembly and Senate each held hearings on and adopted their own versions of the budget. The two houses reconciled their differences into a joint legislative budget, passed on June 15, 2026. This version adopted the May Revision's proposed $5 billion package of ongoing revenue solutions (the MCO tax, the software sales tax, and the business tax credit cap) and included $15.1 billion in the BSA. Relative to the May Revision, the Legislature's budget assumed $5 billion more in revenues in 2025-26. The budget then used this new capacity to reject or delay many of the Governor's proposed Medi-Cal reductions; restore funding for child care slot expansion; and increase funding for HHAP, affordable housing, and immigration legal aid. The Legislature's budget also proposed placing reforms to the BSA on the November 2026 ballot.

Final Budget Package

The Legislature and the Governor reached a final agreement in late June, and the Legislature passed the amended budget act and associated trailer bills on June 29, 2026. The next section of this report describes the major features of the final budget package.

MAJOR FEATURES

Tax Policy

Extends Limitations on Business Tax Credits. Two years ago, the state temporarily increased corporation tax revenues by limiting the amount of tax credits a business can claim to $5 million for tax years 2024, 2025, and 2026. A new mechanism also was created for taxpayers to recoup these temporary tax increases as tax refunds in future years. The budget extends this limitation through 2029. Beginning in 2030, the budget also permanently limits business tax credit claims to the greater of $5 million or 70 percent of the business' tax liability. The administration estimates that the extension of the limitation raises General Fund revenue by $1 billion in 2026-27, $3.3 billion in 2027-28, and over $4 billion per year for the remainder of the budget multiyear.

Renews Enrollment Tax on Health Plans. The health plan tax (also known as the MCO tax) is a specific tax on health plan enrollment that helps pay for Medi-Cal. The current tax, set to expire at the end of 2026, provides the state around $7 billion to $8 billion in net revenue annually. This year's spending plan assumes federal approval of a renewed tax from January 2027 through the end of 2029. The renewed tax is estimated to provide $2.3 billion in net revenue, a much smaller amount compared to the current tax. Though smaller in size, the renewed tax will be much costlier to health plans (and likely their consumers). This is because the current tax derives nearly all of its revenue from plans' Medi-Cal enrollment, which effectively is paid for by the federal government. The renewed tax, by contrast, will derive around two-thirds of its net funding ($1.5 billion) from plans' private enrollment. This structural change is needed to comply with new federal rules around provider taxes in Medicaid.

Applies Sales Tax to Digital Prewritten Software. Starting January 1, 2027, the budget extends the sales tax to many sales of prewritten software. The administration estimates that this would raise General Fund revenue by $450 million and local sales tax revenue by $560 million in 2026-27, when it would be in effect for half a year. The full-year revenue estimates for 2027-28 and ongoing are $900 million General Fund and $1.1 billion in local sales tax revenues.

K-14 Education

Unlike the Rest of the Budget, Substantial Resources Available for New K-14 Education Spending. Proposition 98 creates a "budget within a budget" by establishing a minimum funding level for schools and community colleges that is calculated using a set of constitutional formulas. The state meets the guarantee through a combination of General Fund and local property tax revenue. From the minimum annual funding level determined by Proposition 98, the Legislature decides how to allocate resources among various K-14 programs, including funding for existing programs. Although growth in the minimum funding level for K-14 education has a direct relationship with General Fund revenues, the condition of the Proposition 98 budget can differ substantially from the condition of the rest of the budget. Compared with the June 2025 estimates, the guarantee is up $29 billion across the budget window. This increase mainly reflects higher General Fund revenue estimates. After accounting for the cost of current law and policy commitments—including constitutionally required Proposition 98 Reserve deposits and statutory COLA—about $17 billion is available for new discretionary spending. (This estimate does not include the cost of resolving the settle-up obligation described earlier in this report, which would require additional funding in a future year.)

Provides Ongoing Funding Increases Beyond the Statutory COLA. The budget increases per-student funding rates under the K-12 Local Control Funding Formula and community college Student Centered Funding Formula by 4.31 percent. Of this increase, 2.87 percent is to cover the statutory COLA and 1.44 percent is a discretionary augmentation. Part of the discretionary increase funds a new requirement for paid pregnancy disability leave. Specifically, trailer legislation

requires all school and community college employers to offer up to 14 weeks of leave at full pay for any employee (excluding a substitute) who experiences a disability resulting from pregnancy, childbirth, or miscarriage, beginning in 2026-27.

Funds Several Other Ongoing Increases. For schools, the budget provides $2.4 billion to bring the statewide funding rate for special education to $1,340 per student, an increase of $396 per student (42 percent) beyond the COLA-adjusted level. The budget also provides $1 billion for a new ongoing community schools program. This augmentation will provide ongoing support for previous grant recipients and expand the community schools model to additional low-income schools. For community colleges, the budget provides $153 million for an additional 2.5 percent enrollment growth across 2025-26 and 2026-27, as well as $48 million to allow districts to claim the higher of their three-year average or current level of credit enrollment.

Funds Discretionary Grants and a Few Other Notable One-Time Activities. For schools, the budget provides $5 billion for the Student Support and Professional Development Discretionary Block Grant. Districts may use these funds for any local purpose, but trailer legislation encourages them to prioritize professional development, teacher retention and recruitment, community schools, career education, and deferred maintenance. The state will distribute funds on an equal per-student basis (estimated at $932 per student). The budget also provides notable funding for learning recovery, literacy coaches, teacher training and recruitment, and kitchen infrastructure. For community colleges, the budget provides $147 million for the Student Support Block Grant. Districts may use these funds for a range of student services, including basic needs (such as food, housing, and transportation), financial aid, counseling, and job placement activities. The state will allocate funds based on student headcount and the share of students qualifying for fee waivers or nonresident tuition exemptions, with a minimum grant of $150,000 per college in each district. The budget also provides notable funding for deferred maintenance as well as various other student support and workforce development initiatives.

H.R. 1-Related Actions

Implements Recently Enacted Federal H.R. 1 Legislation. In July 2025, Congress enacted H.R. 1, which makes substantial changes to federal Medicaid and food assistance policies and funding. This year's spending plan reflects these changes and implements several of them in trailer bill legislation. The Legislature also took additional actions in response to H.R. 1, described below. In all, these changes and actions are estimated to cost the state $1.7 billion General Fund in 2026-27. As of June 2026, the administration also estimates total disenrollments of 1.3 million from Medi-Cal and 700,000 from CalFresh through 2029-30.

Restricts Eligibility for People With UIS. People with UIS (mostly undocumented immigrants, but others too) do not qualify for most federally funded health coverage. The state, however, has provided these people with comprehensive coverage funded solely by the state. The spending plan takes two key actions affecting this population. First, the spending plan applies work requirements and other H.R. 1 eligibility rules to them. Second, it ends comprehensive coverage for immigrant groups that become newly UIS under H.R. 1 (such as refugees and asylees). Neither action is required under H.R. 1, though they result in savings and avoid backfilling lost federal funding. The actions begin in 2027, with the associated General Fund savings ramping up over time (we estimate from around $60 million in 2026-27 to around $3 billion in 2029-30).

Supports County and State Implementation of New Eligibility Rules. On the other hand, the spending plan also adds new spending to implement H.R. 1's requirements, particularly related to new requirements to maintain enrollment. Most notably, it provides one-time General Fund augmentations to support county eligibility determination work in Medi-Cal and CalFresh through H.R. 1 implementation, including $197 million ($709 million total funds) for Medi-Cal and $223 million ($460 million total funds) for CalFresh. These one-time allocations are intended to support county implementation efforts over multiple years. The spending plan also includes some additional resources for the Departments of Health Care Services and Social Services to implement H.R. 1 provisions.

Partially Backfills Lost Federal Funds and Provides Some Limited, Targeted Assistance. The spending plan also backfills some of the lost federal funding resulting from H.R. 1, resulting in additional required state costs. Most notably, it backfills reductions in federal matches for emergency Medi-Cal coverage and for CalFresh administration, with ongoing costs at around $1 billion General Fund. Additionally, while the spending plan does not backfill lost Medi-Cal and food benefits, it targets some one-time funds to certain entities and providers. For example, the spending plan provides $108 million General Fund in 2026-27 ($100 million above typical ongoing state support) to support food banks that are expected to experience higher demand due to CalFresh disenrollment. It also provides $90 million General Fund in 2025-26 to support family planning providers that temporarily lost federal assistance under H.R. 1.

Higher Education

Provides Universities With Large Base Increases. The 2026-27 budget package includes a $1.2 billion ongoing General Fund augmentation for the University of California (UC) and California State University (CSU) combined. Consistent with the 2025-26 budget agreement, UC and CSU each receive a 7 percent base increase along with a 3 percent base restoration relating to payment deferrals enacted last year. Though the base increases are largely unrestricted, UC and CSU are to use them in part to cover enrollment growth costs. The *2026-27 Budget Act* sets forth resident undergraduate enrollment growth targets of 1.4 percent at UC and 1 percent at CSU. Beyond these base increases, UC receives $61 million to complete implementation of the nonresident enrollment replacement plan and CSU receives $91 million for health care and certain pension cost increases. In addition, the 2026-27 budget package contains one-time General Fund totaling $152 million for 25 UC initiatives and $6 million for 2 CSU initiatives.

Makes Large Out-Year Funding Commitments for the Universities. Also consistent with the 2025-26 budget agreement, the state maintains three out-year funding commitments for UC and CSU totaling $1.1 billion (nearly $800 million in 2027-28 and $300 million in 2028-29). All of these commitments are in response to the state providing less than intended for the universities in 2025-26. Notably, the state plans to provide UC and CSU a combined $524 million one-time General Fund back payment in 2027-28 in response to not providing a compact base increase in 2025-26. The state also plans to provide $274 million one-time General Fund in 2027-28 to retire UC and CSU payment deferrals instituted in 2025-26. In 2028-29, the state further plans to provide UC and CSU a combined $296 million ongoing General Fund augmentation, reflecting a 3 percent base increase associated with the remaining postponed 2025-26 compact payment.

Includes Some Notable Financial Aid Actions. The *2026-27 Budget Act* includes a $301 million ongoing augmentation for the Cal Grant Program, part of which covers the cost of higher UC and CSU tuition awards. The state makes one temporary Cal Grant policy change—raising the Transfer Entitlement age cap from age 28 to 30 for five years (2027-28 through 2031-32). Provisional language indicates the state's intent to provide a total of $111 million to cover the cost associated with this policy change. The budget includes $959 million to cover the cost of Middle Class Scholarships (MCS) in the 2025-26 award cycle (as the program is being paid in arrears). For the 2026-27 award cycle, the state reduces coverage from 35 percent to 23 percent of students' remaining need. MCS costs are expected to decline an estimated $268 million in 2027-28 as a result of this change. The budget also extends the Golden State Teacher Grant program (for students in teacher credential programs) and includes a small amount of one-time funding for the state to undertake certain administrative tasks to begin implementing the new federal Workforce Pell Grant program, which took effect on July 1, 2026.

Housing and Homelessness

Adopts Policies Aimed at Streamlining the State's Affordable Housing Funding System. In recent years, the Legislature and Governor have been attempting to create a more coordinated funding system for affordable housing. Most notably, these efforts included a

reorganization approved last year which is intended to create within the administration a "one-stop shop" called the Housing Development and Finance Committee (HDFC). (For more information on last year's reorganization, please see our report, *The 2025-26 California Spending Plan: Housing, Homelessness, and Local Government.*) As a next step in this streamlining process, the 2026-27 budget package creates a special set aside for HDFC-awarded housing projects, such that they will automatically receive federal tax credits (rather than having to compete with other project proposals for the tax credits—a key funding source for virtually all affordable housing projects). In addition, the budget agreement splits the Affordable Housing and Sustainable Communities program, which has been administered by the Strategic Growth Council as an integrated housing-transportation award, and places the affordable housing component with HDFC.

Provides Funding for Affordable Housing. In addition to these streamlining efforts, the 2026-27 budget provides some funding for affordable housing programs. This includes $200 million one-time General Fund for the Multifamily Housing Program, the state's flagship affordable housing program. The budget also authorizes $500 million for the state Low-Income Housing Tax Credit program. (This amount is in addition to about $135 million in statutorily required state tax credits for the program in 2026-27.) Due to changes affecting the Greenhouse Gas Reduction Fund (GGRF), however, the budget package assumes a much lower level of ongoing funding for the Affordable Housing and Sustainable Communities program than what has been provided in prior years. (For an overview of these changes to GGRF, please see the "Other" section.) Finally, in June 2026, the Legislature placed a housing bond on the November 2026 ballot (Proposition 1), which, if approved by voters, would provide billions of dollars for various state affordable housing programs.

Adds Funding and Requirements for State's Main Homelessness Program. Last year's budget appropriated $500 million one-time General Fund for a seventh round of the HHAP program in 2026-27. This funding was made contingent on subsequent enactment of legislation that enhances accountability for the program. The 2026-27 budget adds $400 million one-time General Fund to HHAP, bringing total funding for the seventh round to $900 million. In an effort to increase accountability, the budget package also includes several new statutory requirements for grantees. This includes a local matching requirement for all cities (and the counties in which those cities are located) receiving seventh-round HHAP funding.

Labor and Employment

Allocates $668 Million for Interest Payment on Federal Unemployment Insurance (UI) Loan. The budget agreement includes $668 million General Fund to make the required annual interest payment on the state's outstanding federal UI loan. As of July 2026, the state's outstanding federal loan was $18.5 billion, approximately the same amount as was originally borrowed during the pandemic. The interest rate on the outstanding loan is variable and for this year was 3.2 percent.

Tightens Eligibility for Workers' Compensation Benefits for Workers With Pre-Existing Disabilities. A budget trailer bill—Chapter 83 of 2026 (SB 171, Committee on Budget)—tightens eligibility for the Workers' Compensation Subsequent Injury Benefit Trust Fund program, which pays lifetime disability benefits to injured workers with pre-existing health conditions. The new rules apply to pending claims filed after July 1, 2020. The budget plan also funds implementation. (For more information on this program, see our report, *Refocusing the Worker's Compensation Subsequent Injury Program.*)

Other

Allocates Most GGRF Monies, Defers Some Related Decisions. The June budget package assumes about $3.1 billion in spending from GGRF, largely allocated pursuant to the tiered framework established by Chapter 121 of 2025 (SB 840, Limón). This includes:

- ***Tier 1.*** Provides roughly $350 million for various existing statutory activities including state operations support and backfilling revenue losses from both the suspended State Responsibility Area fee and a manufacturing tax exemption.

- ***Tier 2 and Other Discretionary.*** Provides a total of $2.4 billion for three categories of activities: $1.25 billion to support operations at the California Department of Forestry and Fire Protection (achieving a like amount of General Fund savings, consistent with a prior-year budget agreement); $1 billion for the high-speed rail project, as required by SB 840; and $115 million for a new zero-emission vehicle (ZEV) purchase incentive program.
- ***Tier 3.*** Plans for an estimated total of $372 million for programs that receive statutory continuous appropriations, including for local transit, safe drinking water, and forest health projects. (The actual amount of funding that Tier 3 programs receive will depend on how much revenue the state receives from cap-and-invest program auctions over the coming year.)

The budget package also includes some supplemental funding from other sources for programs that have historically been funded by GGRF, including $150 million from the General Fund for the Community Air Protection Program established by Chapter 136 of 2017 (AB 617, Garcia) and $173 million from other special funds for various ZEV purchase incentives. The budget package defers action on some GGRF-related proposals to later in the summer, including (1) a trailer bill that would make various changes to SB 840; (2) $250 million for Tier 2 legislative priorities identified in SB 840; (3) funding support for certain new state operations activities; and (4) statutory language to establish a new Legislative Climate Bureau, consistent with intent language included in SB 840.

Expands and Delays Some Previously Enacted Medi-Cal Budget Solutions. The spending plan revises several ongoing Medi-Cal budget solutions enacted last year. Some revisions expand them, resulting in more savings. Most notably, this year's health trailer bill legislation reduces the reinstated asset limit for seniors and persons with disabilities beginning July 2027. The administration estimates this change saves $257 million ongoing General Fund. On the other hand, other revisions delay the start of enacted budget solutions by 12 months. These delays cost the state $1.6 billion one-time General Fund in 2026-27.

Provides Additional Support for Hospitals. California pays billions of dollars each year to its hospitals, primarily as reimbursement for services provided to Medi-Cal patients. Recent budgets have provided additional one-time loans to support financially distressed hospitals. This year's spending plan builds upon these past initiatives by providing $365 million one-time General Fund to hospitals. Most of this amount ($250 million) is for grants to UC and county hospitals. The remainder ($25 million in 2025-26 and $90 million in 2026-27) is for grants to private nonprofit and public hospitals that are financially distressed.

Provides Court Facility and New Judgeship Funding. The budget provides $2.1 billion in 2026-27 (declining annually to $44 million by 2028-29 and ongoing) from various fund sources to support courthouse construction, facility modification, and deferred maintenance projects, as well as new judgeships. This includes:

- $1.7 billion one-time lease revenue bond authority for the design-build and construction phases of nine courthouse construction projects.
- $150 million one-time General Fund for deferred maintenance projects.
- $102 million in 2026-27 declining to $38.5 million in 2027-28 largely from the General Fund for various phases of 11 court construction projects and one facility modification project.
- $100 million General Fund in 2026-27 declining to $44 million in 2027-28 and ongoing to support 13 new judgeships and the facility modification projects to accommodate them.

LAO PUBLICATIONS

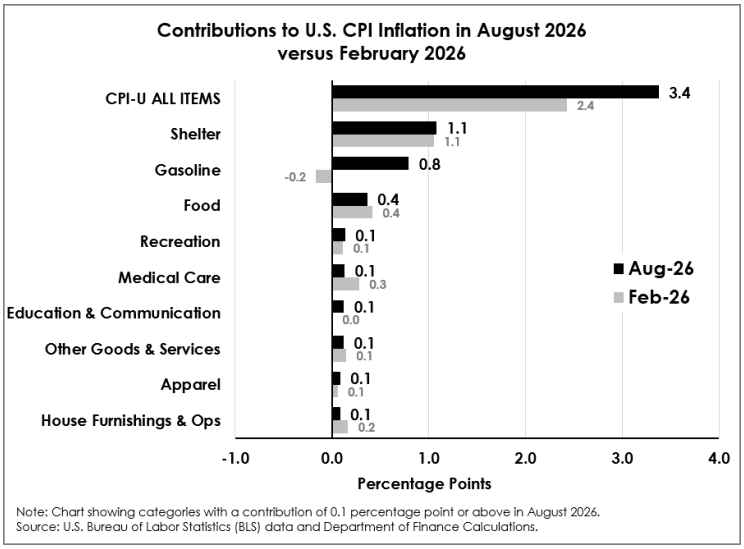
This report was prepared by Ann Hollingshead with contributions from analysts across the office, and reviewed by Carolyn Chu. The Legislative Analyst's Office (LAO) is a nonpartisan office that provides fiscal and policy information and advice to the Legislature.

To request publications call (916) 445-4656. This report and others, as well as an e-mail subscription service, are available on the LAO's website at www.lao.ca.gov. The LAO is located at 925 L Street, Suite 1000, Sacramento, California 95814.

California Department of Finance
Finance Bulletin
September 2026
Joe Stephenshaw, Director

Economic Update

U.S. headline consumer price index (CPI) inflation remained at 3.4 percent year-over-year in August 2026, but was 0.5 percentage point higher than in August 2025 and 1 percentage point higher than in February 2026. U.S. core CPI inflation—which excludes food and energy prices—continued to inch down, slowing by 0.1 percentage point year-over-year from 2.5 percent in July to 2.4 percent in August. U.S. headline CPI inflation in August was driven mainly by shelter and gasoline, which contributed 1.1 percentage points and 0.8 percentage point, respectively. Gasoline price inflation accelerated from 24.6 percent year-over-year in July to 27.4 percent in August due to elevated tensions in the Middle East.



Note: Chart showing categories with a contribution of 0.1 percentage point or above in August 2026.
Source: U.S. Bureau of Labor Statistics (BLS) data and Department of Finance Calculations.

Outside of shelter and gasoline, food inflation had the next-largest contribution of 0.4 percentage point, while recreation, medical care, education and communication, other goods and services, apparel, and house furnishings and operations each contributed 0.1 percentage point. The full percentage point variance of August's headline CPI inflation from the February 2026 pre-Iran-war level was driven mainly by gasoline inflation, whose contribution increased from -0.2 percentage point in February to +0.8 percentage point in August.

Labor Market Conditions

- In August 2026, the U.S. unemployment rate remained at 4.1 percent for the second month in a row. The U.S. labor force increased by 683,000 persons (0.4 percent) as the number of employed increased by 569,000 persons (0.4 percent) and the number of unemployed increased by 115,000 persons (1.7 percent). The nation added 162,000 nonfarm payroll jobs in August. Nine sectors added jobs: leisure and hospitality (+62,000 jobs), government (+35,000 jobs), education and health services (+29,000 jobs), construction (+22,000 jobs), manufacturing (+16,000 jobs), trade, transportation, and utilities (+16,000 jobs), professional and business services (+10,000 jobs), mining and logging (+3,000 jobs), and other services (+3,000 jobs). Two sectors lost jobs: information (-23,000 jobs), and financial activities (-11,000 jobs).
- The unemployment rate in California remained unchanged at 5.1 percent in August 2026. The state's labor force fell by 50,500 persons (-0.3 percent), with civilian employment falling by 36,500 persons (-0.2 percent) and the number of unemployed Californians declining by 14,000 persons (-1.4 percent). The state added 39,400 jobs in August. Five sectors added jobs: private education and health services (+18,600 jobs), government (+9,800 jobs), leisure and hospitality (+7,800 jobs), trade, transportation, and utilities (+6,900), and manufacturing (+800 jobs). Six sectors lost jobs: professional and business services (-1,800 jobs), information (-900), financial activities (-700 jobs), construction (-600 jobs), other services (-400 jobs), and mining and logging (-100 jobs).

Building Activity

- The statewide median sales price of existing single-family homes increased to $901,420 in August 2026, up 1.6 percent from $887,210 in July 2026 and up 0.1 percent from $900,620 in August 2025. Sales volume of existing single-family homes in California increased to 269,620 at a seasonally-adjusted annualized rate (SAAR) in August, up 2.4 percent from 263,320 in July 2026 and up 1.4 percent from 265,780 in August 2025.
- Year-to-date through July 2026, 113,400 total housing units (SAAR) were permitted in California, down 1.8 percent from the year-to-date through June 2026, but up 16.5 percent from the year-to-date through July 2025. The year-to-date through July consisted of 57,300 single-family units (down 1.6 percent from the year-to-date through June 2026 and down 0.8 percent from the year-to-date through July 2025) and 56,100 multi-family units (down 2.1 percent from the year-to-date through June but up 41.6 percent year-over-year from the year-to-date through July 2025).

MONTHLY CASH REPORT

Preliminary General Fund agency cash receipts were $1.5 billion, or 10.9 percent, above the 2026 Budget Act forecast in August. The August overage was driven by higher personal income tax withholding payments of $1.4 billion and higher "other revenues" of $143 million, slightly offset by lower pooled money interest of $174 million. For the second month, pooled money interest was below forecast due to an issue with the timely recording of receipts, which is expected to be offset in future months. Therefore, while pooled money interest is $458 million below forecast since April, most of that shortfall is due to timing. August is not a particularly important month for personal income and corporation taxes as there are no major payment due dates within the month. Cumulatively since April, preliminary General Fund agency cash receipts were $2.4 billion above projections, which includes an overage of $828 million attributed to cash collected during the 2025-26 fiscal year.

- Personal income tax cash receipts were $1.5 billion, or 17.6 percent, above forecast in August, and $1.4 billion, or 2.1 percent, above forecast cumulatively since the forecast was completed in April. The overage since April is due largely to withholding (+$2.3 billion), as well as higher estimated payments (+$449 million) and final payments (+$313 million), partly offset by lower other payments (-$824 million) and higher refunds (-$795 million).
- Corporation tax cash receipts were $56 million, or 18.5 percent, above forecast in August and $1.4 billion, or 6.5 percent, above forecast cumulatively since the forecast was completed in April. The overage since April is due to higher Pass-Through-Entity Elective Tax (PTET) payments (+$593 million), lower refunds (+$332 million), higher estimated payments of (+$327 million), and higher other payments (+$159 million).
- Preliminary sales and use tax receipts were $19 million, or 0.5 percent, above forecast in August and $503 million, or 3.3 percent, above forecast cumulatively since the forecast was completed in April.
- Other revenues were $143 million, or 201.9 percent, above forecast in August and $572 million, or 23.3 percent, below forecast cumulatively since the forecast was completed in April.

2026-27 Comparison of Actual and Forecast Agency General Fund Revenue
(Dollars in Millions)

	August 2026				2026-27 YEAR TO DATE			
Revenue Source	**Forecast**	**Actual**	**Difference**	**Percent Difference**	**Forecast**	**Actual**	**Difference**	**Percent Difference**
Personal Income	**$8,363**	**$9,836**	**$1,473**	**17.6%**	**$17,230**	**$18,283**	**$1,053**	**6.1%**
Withholding	7,946	9,392	1,446	18.2%	16,510	17,582	1,072	6.5%
Estimated Payments	310	348	38	12.4%	701	938	237	33.8%
Final Payments	299	271	-28	-9.4%	610	607	-3	-0.5%
Other Payments	491	552	61	12.5%	970	770	-200	-20.7%
Refunds	-521	-541	-20	3.8%	-1,222	-1,257	-35	2.9%
BHSF Transfer	-150	-176	-26	17.6%	-309	-328	-19	6.1%
Corporation	**$305**	**$362**	**$56**	**18.5%**	**$1,322**	**$1,813**	**$490**	**37.1%**
Estimated Payments	209	334	125	60.2%	1,124	1,457	333	29.6%
PTET Payments	139	121	-18	-12.8%	260	306	47	18.0%
Other Payments	241	322	81	33.7%	566	609	43	7.7%
Refunds	-283	-415	-132	46.8%	-627	-560	67	-10.7%
Sales & Use	**$4,121**	**$4,140**	**$19**	**0.5%**	**$5,588**	**$5,681**	**$93**	**1.7%**
Insurance	**$835**	**$852**	**$17**	**2.0%**	**$895**	**$936**	**$40**	**4.5%**
Pooled Money Interest	**$242**	**$68**	**-$174**	**-71.9%**	**$448**	**$64**	**-$384**	**-85.8%**
Alcohol	**$32**	**$26**	**-$5**	**-17.3%**	**$75**	**$87**	**$12**	**16.1%**
Tobacco	**$3**	**$3**	**$0**	**-1.7%**	**$6**	**$6**	**$0**	**3.6%**
Other	**$71**	**$213**	**$143**	**201.9%**	**$160**	**$378**	**$218**	**135.9%**
Total	**$13,973**	**$15,500**	**$1,527**	**10.9%**	**$25,725**	**$27,247**	**$1,522**	**5.9%**

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 2026 Budget Act.

LOS RIOS COMMUNITY COLLEGE DISTRICT

BOARD OF TRUSTEES ANNUAL FALL RETREAT

SUBJECT: Recruitment, Hiring, and Equal Opportunity	**DATE:** October 2-3, 2026
AGENDA ITEM 3.D **STRATEGIC PLAN GOAL(S):** 5	**TYPE OF BOARD CONSIDERATION:** Board Information

BACKGROUND

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

The Board will also receive an update on our annual Equal Employment Opportunity (EEO) Annual Certification Form, which includes the District's EEO-related activities for the past year, and is scheduled for inclusion at the October regular meeting. Because recruitment and hiring are closely tied to the efforts outlined in our EEO report, presenting both updates together provides a more complete picture of our progress.

RECOMMENDATION

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

Human Resources

Los Rios Community College District
Classified & Management
Recruitment Efforts Report

2025-2026 Fiscal 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 2025-2026 fiscal year** to meet this goal.

RECRUITMENT SUMMARY: APPLICANT RACE & ETHNICITY

Total Applicants

Race & Ethnicity	Classified	Management	Total
American Indian or Alaskan Native	0.7%	1.9%	0.8%
Asian	19.9%	9.0%	19.0%
Black or African American	11.9%	20.2%	12.6%
Declined to State	6.6%	8.8%	6.8%
Hispanic or Latinx	15.1%	13.5%	14.9%
Native Hawaiian or Pacific Islander	1.4%	1.1%	1.3%
Other, Non-White	1.7%	1.8%	1.8%
Two or More Races	12.2%	12.2%	12.2%
White	30.5%	31.5%	30.6%
Total	**100.0%**	**100.0%**	**100.0%**
	Total Reported Underrepresented:		***62.6%***

Total Eligible Applicants

Race & Ethnicity	Classified	Management	Total
American Indian or Alaskan Native	0.6%	1.5%	0.7%
Asian	18.9%	8.2%	17.8%
Black or African American	11.8%	19.6%	12.6%
Declined to State	6.8%	8.6%	7.0%
Hispanic or Latinx	15.2%	13.9%	15.0%
Native Hawaiian or Pacific Islander	1.3%	1.3%	1.3%
Other, Non-White	1.8%	1.6%	1.8%
Two or More Races	12.2%	12.7%	12.3%
White	31.4%	32.6%	31.5%
Total	**100.0%**	**100.0%**	**100.0%**
	Total Reported Underrepresented:		***61.5%***

Total Applicants Interviewed			
Race & Ethnicity	**Classified**	**Management**	**Total**
American Indian or Alaskan Native	0.2%	3.9%	0.6%
Asian	21.0%	7.3%	19.6%
Black or African American	10.4%	14.0%	10.7%
Declined to State	7.0%	9.5%	7.3%
Hispanic or Latinx	16.2%	21.8%	16.8%
Native Hawaiian or Pacific Islander	1.5%	0.0%	1.3%
Other, Non-White	2.1%	0.5%	2.0%
Two or More Races	12.2%	9.5%	11.9%
White	29.4%	33.5%	29.8%
Total	**100.0%**	**100.0%**	**100.0%**
	Total Reported Underrepresented:		***62.9%***

Total Applicants Hired			
Race & Ethnicity	**Classified**	**Management**	**Total**
American Indian or Alaskan Native	0.8%	7.1%	1.4%
Asian	20.1%	7.1%	18.9%
Black or African American	14.0%	0.0%	12.6%
Declined to State	3.1%	0.0%	2.8%
Hispanic or Latinx	14.7%	14.3%	14.7%
Native Hawaiian or Pacific Islander	0.8%	0.0%	0.7%
Other, Non-White	0.8%	0.0%	0.7%
Two or More Races	12.4%	42.9%	15.4%
White	33.3%	28.6%	32.8%
Total	**100.0%**	**100.0%**	**100.0%**
	Total Reported Underrepresented:		***64.4%***

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

2025-2026	No. of Positions Advertised	Total Applications Received	Average Pool Size
Classified	173	13,648	79
Management	22	1,246	86
Grand Total	**195**	**14,894**	**83**

POOL SIZES BY POSITION TYPE

	Position	# of Apps.
Classified:		
Smallest	Maintenance Locksmith/Glazier (DO/FM)	4
Largest	Student Support Assistant (ARC)	296
Management:		
Smallest	Director (I) Deputy Counsel, Labor Relations (DO)	8
Largest	Dean of Student Engagement and Completion (ARC)	181

WHERE APPLICANTS HEAR ABOUT US

Los Rios Job Site	72.1%
Indeed	8.7%
LinkedIn	4.2%
Handshake	2.5%
Employee	1.7%
Higher Ed Jobs	1.0%
Community College Jobs	0.9%
Cal Jobs	0.6%
CCC Registry	0.4%
Glassdoor	0.2%
Chronicles of Higher Ed	0.6%
Other/Miscellaneous	3.5%

Human Resources

Los Rios Community College District
Full-Time Faculty
Recruitment Efforts Report

Spring & Fall 2026 Hires
(Recruitment Period - 2025-2026 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. Faculty recruitment begins well in advance for the upcoming academic year. **This report highlights the recruitment efforts of the Los Rios Community College District that began during the 2025-2026 academic year for mid-year hires in Spring 2026 and subsequent Fall hires for the 2026-2027 academic year**. The previous year's Fall semester is included for total academic year and comparison data.

RECRUITMENT SUMMARY: APPLICANT RACE & ETHNICITY

Total Applicants

Race & Ethnicity	Fall 2025	Spring 2026	25/26 AY	Fall 2026
American Indian or Alaskan Native	0.3%	0.5%	**0.3%**	0.7%
Asian	17.6%	14.5%	**16.7%**	17.9%
Black or African American	8.3%	10.1%	**8.8%**	12.7%
Declined to State	9.0%	9.8%	**9.2%**	9.3%
Hispanic or Latinx	5.0%	9.3%	**6.3%**	7.8%
Native Hawaiian or Pacific Islander	0.3%	0.6%	**0.4%**	0.6%
Other, Non-White	2.1%	3.4%	**2.5%**	2.3%
Two or More Races	9.0%	10.6%	**9.5%**	9.4%
White	48.4%	41.2%	**46.3%**	39.3%
Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**
Total Reported Underrepresented:	***42.6%***	***49.0%***	***44.5%***	***51.4%***

Total Eligible Applicants

Race & Ethnicity	Fall 2025	Spring 2026	25/26 AY	Fall 2026
American Indian or Alaskan Native	0.3%	0.5%	**0.4%**	0.8%
Asian	14.9%	11.9%	**14.0%**	15.7%
Black or African American	7.2%	8.9%	**7.7%**	9.7%
Declined to State	9.5%	10.3%	**9.8%**	8.6%
Hispanic or Latinx	5.1%	9.8%	**6.5%**	9.5%
Native Hawaiian or Pacific Islander	0.1%	0.2%	**0.1%**	0.3%
Other, Non-White	2.1%	3.0%	**2.3%**	2.4%
Two or More Races	9.0%	10.8%	**9.5%**	10.1%
White	51.8%	44.6%	**49.7%**	42.9%
Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**
Total Reported Underrepresented:	***38.7%***	***45.1%***	***40.5%***	***48.5%***

Total Applicants Interviewed				
Race & Ethnicity	**Fall 2025**	**Spring 2026**	**25/26 AY**	**Fall 2026**
American Indian or Alaskan Native	0.5%	0.0%	**0.3%**	1.5%
Asian	10.3%	10.1%	**10.2%**	15.1%
Black or African American	8.3%	9.5%	**8.7%**	8.9%
Declined to State	8.6%	11.3%	**9.4%**	8.3%
Hispanic or Latinx	4.5%	17.9%	**8.4%**	11.6%
Native Hawaiian or Pacific Islander	0.0%	0.0%	**0.0%**	0.3%
Other, Non-White	1.7%	1.8%	**1.7%**	2.0%
Two or More Races	11.4%	11.3%	**11.4%**	10.8%
White	54.7%	38.1%	**49.9%**	41.5%
Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**
Total Reported Underrepresented:	***36.7%***	***50.6%***	***40.7%***	***50.2%***

Total Applicants Hired				
Race & Ethnicity	**Fall 2025**	**Spring 2026**	**25/26 AY**	**Fall 2026**
American Indian or Alaskan Native	0.0%	0.0%	**0.0%**	4.8%
Asian	15.2%	11.8%	**14.5%**	14.3%
Black or African American	9.1%	5.9%	**8.4%**	7.9%
Declined to State	1.5%	0.0%	**1.2%**	7.9%
Hispanic or Latinx	10.6%	17.6%	**12.0%**	12.7%
Native Hawaiian or Pacific Islander	0.0%	0.0%	**0.0%**	0.0%
Other, Non-White	0.0%	0.0%	**0.0%**	3.2%
Two or More Races	9.1%	29.4%	**13.3%**	4.8%
White	54.5%	35.3%	**50.6%**	44.4%
Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**
Total Reported Underrepresented:	***44.0%***	***64.7%***	***48.2%***	***47.7%***

VOLUME OF APPLICATIONS AND POSITIONS ADVERTISED

	No. of Positions Advertised	Total Applications Received	Average Pool Size
Fall 2025	80	2,241	43.9
Spring 2026	22	939	42.7
25/26 Academic Year Total	**102**	**3,180**	**43.3**
Fall 2026	69	3,713	53.8

WHERE APPLICANTS HEAR ABOUT US

(*Applications received during 2025-2026 AY*)

Higher Ed Jobs	32.48%
Los Rios Job Site	25.13%
Employee	7.46%
Indeed	6.79%
CCC Registry	6.08%
The Chronicle of Higher Ed	5.59%
LinkedIn	5.25%
Community College Jobs	3.72%
Handshake	2.24%
California Job Network	1.05%
Cal Jobs	1.03%
Glassdoor	0.54%
Los Rios Human Resources Invite	0.54%
Black Faculty & Staff Association (LRCCD Employee Group)	0.49%
Job Fair	0.39%
CareerBuilder	0.32%
Other/Miscellaneous	0.90%

Los Rios Community College District

New Faculty Hires: Spring 2026/Fall 2026

(Excludes Long-Term Temporary Positions)

Districtwide		
Spring Hires	**16**	
Fall Hires	**63**	
Total Faculty Hires	**79**	
Faculty Background:		
Previous LRCCD Adjunct	**52**	*(65.8%)*
Faculty Diversity Internship Program (FDIP)	**4**	*(5.1%)*
Out of State	**4**	*(5.1%)*
Ph.D. or Ed.D Degree	**26**	*(32.9%)*
Master's Degree	**42**	*(53.2%)*
Bachelor's or Associate's Degrees	**6**	*(7.6%)*
Female	**40**	*(50.6%)*
Male	**39**	*(49.4%)*
Average Age	**40**	
Faculty Representing Diversity		
American Indian or Alaskan Native	**3**	*(3.8%)*
Asian	**10**	*(12.7%)*
Black or African American	**6**	*(7.6%)*
Declined to State	**5**	*(6.3%)*
Hispanic or Latino	**11**	*(13.9%)*
Native Hawaiian or Pacific Islander	**0**	*(0.0%)*
Other Non-White	**2**	*(2.5%)*
Two or More Races	**8**	*(10.1%)*
White	**34**	*(43.0%)*
Total Underrepresented	**40**	*(50.6%)*
Recruitment		
Total # Applicants	**4,652**	
Largest Applicant Pool *(English - FLC)*	**188**	
Smallest Applicant Pool *(Building Inspection Tech - CRC)*	**1**	
Average Applicant Pool	**48**	

Full-Time Faculty Recruitment Summary

New Faculty Beginning Employment: Spring 2026/ Fall 2026

Location	Filled	*Unfilled	Total
ARC	32	*0*	**32**
CRC	22	*2*	**24**
FLC	12	*1*	**13**
SCC	13	*0*	**13**
Total	**79**	*3*	**82**

**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	1	0	0	0	1
	M	1	0	0	1	2
American Indian or Alaskan Native Total		**2**	**0**	**0**	**1**	**3**
Asian	F	1	2	0	2	5
	M	4	0	1	0	5
Asian Total		**5**	**2**	**1**	**2**	**10**
Black or African American	F	2	1	0	0	3
	M	2	0	1	0	3
Black or African American Total		**4**	**1**	**1**	**0**	**6**
Declined to State	F	3	0	0	1	4
	M	1	0	0	0	1
Declined to State Total		**4**	**0**	**0**	**1**	**5**
Hispanic or Latinx	F	1	1	1	2	5
	M	1	1	2	2	6
Hispanic or Latinx Total		**2**	**2**	**3**	**4**	**11**
Native Hawaiian or Pacific Islander	F	0	0	0	0	0
	M	0	0	0	0	0
Native Hawaiian or Pacific Islander Total		**0**	**0**	**0**	**0**	**0**
Other Non-White	F	1	1	0	0	2
	M	0	0	0	0	0
Other Non-White Total		**1**	**1**	**0**	**0**	**2**
Two or More Races	F	2	1	1	0	4
	M	0	3	0	1	4
Two or More Races Total		**2**	**4**	**1**	**1**	**8**
White	F	8	4	4	0	16
	M	4	8	2	4	18
White Total		**12**	**12**	**6**	**4**	**34**
Total		**32**	**22**	**12**	**13**	**79**

Los Rios Community College District

Regular Faculty Hires: Race & Ethnicity

by Academic Year

Race & Ethnicity	2017-18		2018-19		2019-20		2020-21		2021-22		2022-23		2023-24		2024-25		2025-26		*2026-27		Grand Total	% of Total Hires	All Reg Faculty Total	% of All Reg Faculty Total
American Indian or Alaskan Native	0	0.0%	2	3.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.4%	0	0.0%	3	4.8%	6	1.3%	15	1.5%
Asian	8	19.0%	6	11.1%	7	8.4%	1	25.0%	3	11.5%	3	10.7%	1	6.7%	12	16.7%	11	13.4%	9	14.3%	61	13.0%	112	11.6%
Black or African American	4	9.5%	8	14.8%	11	13.3%	1	25.0%	4	15.4%	2	7.1%	1	6.7%	10	13.9%	7	8.5%	5	7.9%	53	11.3%	70	7.2%
Declined to State	0	0.0%	0	0.0%	1	1.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	4.2%	2	2.4%	5	7.9%	11	2.3%	33	3.4%
Hispanic or Latinx	7	16.7%	7	13.0%	14	16.9%	0	0.0%	7	26.9%	6	21.4%	4	26.7%	13	18.1%	9	11.0%	8	12.7%	75	16.0%	143	14.8%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	2	2.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.4%	1	0.1%
**Other Non-White																	0	0.0%	2	3.2%	2	0.4%	2	0.2%
Two or More Races	1	2.4%	3	5.6%	8	9.6%	0	0.0%	1	3.8%	2	7.1%	2	13.3%	1	1.4%	13	15.9%	3	4.8%	34	7.2%	56	5.8%
White	22	52.4%	28	51.9%	40	48.2%	2	50.0%	11	42.3%	15	53.6%	7	46.7%	32	44.4%	40	48.8%	28	44.4%	225	48.0%	537	55.4%
Grand Total	**42**	100%	**54**	100%	**83**	100%	**4**	100%	**26**	100%	**28**	100%	**15**	100%	**72**	100%	**82**	100%	**63**	100%	**469**	100%	**969**	100%

***For the current year - this data is reported at the start of the Fall semester, therefore it only includes Fall new hires. Spring new hires of the current year will be added to next year's report.**

****Other Non-White - available selection in our new recruitment system (NeoEd). No data prior to 2025-2026.**

Cluster Hiring Analysis Spring 2026

Executive Summary:

While faculty from monitored groups continue to remain underrepresented in relation to the student population at the four Los Rios colleges, cluster hiring efforts at American River College and Sacramento City College in Spring 2026 demonstrate that a clear strategy to improve faculty diversity can work. At ARC, out of 28 total full-time faculty hires in Spring 2026, fourteen (14) candidates were from monitored groups[1], followed by ten (10) candidates identifying as white, and four (4) candidates choosing "Decline to State" in the voluntary demographic form. Also, while candidates from monitored groups made up half of the percentage of new hires at ARC in Spring 2026, applicants from monitored groups as a whole did not experience adverse impact throughout the hiring process at ARC, from submitting the application to being offered the job. At Sacramento City College, six (6) candidates from monitored groups were hired, followed by three (3) candidates identifying as white, and one (1) candidate identifying as "Decline to State." Also at SCC, candidates from monitored groups did not experience adverse impact throughout the SCC hiring process from submitting the application to being offer the job.

I. Results of Cluster Hiring in Spring 2026: American River College

Cluster hiring efforts were revamped at ARC following the results from Spring 2025 with promising results. Demographics of new full-time faculty hires in Spring 2026 at ARC are shown in Table A. New hires from monitored groups are 14 of 28 or 50% of the total hires. Decline to State candidates are 4 new hires (14.2%) and White candidates are 10 new hires (35.7%).

Table A: Demographic	**Hires**	**Selection Rate**
White	10	35.7%
Monitored Groups (AAPI: 4 (15%); Hisp: 2 (8%); Multi-Ethnic: 2 (8%)	14	50%
Decline to State	4	14.2%

[1] Monitored groups in the California Community Colleges are those groups of students who have experienced disproportionate impact in hiring and employment. Applicants who identify as white or "Decline to State" are not included in the count of applicants from monitored groups.

With half of the hires identifying from a monitored group, there was no adverse impact at the end of the hiring process for those candidates. Further analysis of the data of cluster hiring efforts at ARC in Spring 2026 reveals that for all the 28 positions hired, applicants from monitored groups did not experience adverse impact throughout the hiring process from recruitment to hire[2]. The specific full-time faculty hires in Spring 2026 at American River College are shown in Table B:

Table B: American River College Discipline	**Count**	**Ethnicity**
1. Accounting	1	White
2. Anthropology	1	Decline to State
3. Biology	1	Asian
4. Business/Business Tech	1	Black/African American
5. College Nurse	1	White
6. Counselor	2	Asian (1); Hispanic (1)
7. Early Childhood Education	1	Decline to State
8. Emergency Medical Technology	1	White
9. Engineering	1	Black/African American
10. English as a Second Language	1	Multi-Ethnic
11. English	1	White
12. Ethnic Studies	1	American Indian/Alaskan Native
13. History	1	Decline to State
14. Hospitality Management	1	Asian
15. Interior Design	1	American Indian/Alaskan Native
16. Kinesiology (Men's CC/TF HC) Assistant Professor 60% / Coordinator 40%	1	White
17. Kinesiology (Women's CC/TF HC) Assistant Professor	1	White
18. Learning Resource Center (LRC) Tutoring Faculty Coordinator	1	Other Non-White

[2] For further analysis of cluster hiring at ARC, see pages 6 - 10.

Table B (cont.): American River College Discipline	Count	Ethnicity
19. Mathematics	1	White
20. Music	1	White
21. Nursing (RN)	1	White
22. Physics	1	Asian
23. Psychology	1	White
24. Sacramento Regional Public Safety Training Center Coordinator	1	Asian
25. Sociology	1	Black/African American
26. Speech Communication	1	Black/African American
27. Theatre (Directing/Acting)	1	Decline to State
	28	

II. Results of Cluster Hiring in Spring 2026: Sacramento City College

Implementing cluster hiring for a third year, Sacramento City College again hired a majority of candidates from monitored groups as shown in Table C:

Table C: Demographic	Hires	Selection Rate
White	3	30%
Monitored Groups (AAPI: 4 (23%); Hisp: 3 (18%); Multi-Ethnic: 2 (12%)	6	60%
Decline to State	1	10%%

With a majority of hires from monitored groups, further analysis of SCC cluster hiring data from Spring 2026 shows no adverse impact for applicants from monitored groups from the beginning of the process (recruitment) to the end of the process (hiring).[3] The specific new faculty hires at SCC are shown in Table D:

Table D: Sacramento City College Discipline	**Count**	**Ethnicity**
Air Maintenance Technician	1	White
Anthropology	1	Decline to State
Cosmetology	1	Hispanic
Counselor	2	Hispanic
Ethnic Studies (Native American Studies)	1	American Indian/Native Alaskan)
Film and Media Studies	1	White
Mechanical/Electrical Technology	1	Hispanic
Occupational Therapy	1	Asian
Psychology	1	White
	10	

Conclusion:

While it may not be predictable that cluster hiring will result in hiring applicants from monitored groups in all instances, at both ARC and SCC with cluster hiring implemented, a majority of applicants were from monitored groups and in the end, a half or more of new faculty hires at each college were candidates from monitored groups.

Analysis of the recruitment process for each specific position that was hired reveals that a majority of applicants from monitored groups did not necessarily result in hiring a candidate from a monitored group.

Several recruitment processes began with a majority of applicants from monitored groups with an end result of the monitored group applicant not being hired:

[3] For further analysis of cluster hiring at SCC, see pages 11– 15.

- At ARC: Accounting, College Nurse, Early Childhood Education, History, Kinesiology, Mathematics, Psychology.
- At SCC: Mechanical/Electrical Technology and Psychology.

Analysis of adverse impact data for each position that was hired shows that if adverse impact did not exist at recruitment, it could start further down the line, At ARC, applicants from monitored groups could experience adverse impact at any place in the process:

- Accounting, Anthropology, Psychology – adverse impact began after interviews
- ESL, English, Kinesiology (both positions) – adverse impact begin at screening
- History – adverse impact began at hiring

Analysis of adverse impact data also reveals that when there was adverse impact for applicants from monitored groups at the recruitment stage, those applicants could still be hired:

- At ARC, Theatre, Speech Communication, Public Regional Safety Center Coordinator, Physics.

Adverse impact analysis shows that in certain disciplines, applicants from monitored groups suffered adverse impact throughout the entire hiring process:

- At SCC: Aircraft Maintenance Technician and Anthropology
- At ARC: Mathematics, Nursing (RN).

The result of the cluster hiring initiative at ARC and SCC from Spring 2026 shows that the majority of applicants were from monitored groups. At both colleges when all recruitments are analyzed, the results show that applicants from monitored groups were more likely to be screened at the colleges, invited for interviews, chosen as finalists, and hired. With these results, cluster hiring seems to be realizing the goal.

Attachment 1: Cluster Hiring Analyis: ARC

A majority of faculty applicants at ARC in Spring 2026 were from monitored groups as shown in Table 1 below:

Table 1: All Faculty Applicants		
Ethnicity		
Am. Indian/Alaskan Nat.	6	0.4%
Asian	245	17.4%
Black/African Am.	176	12.5%
Declined to State	133	9.4%
Hispanic	114	8.1%
Nat. Hawaiian/Other PI	6	0.4%
Other Non-White	35	2.5%
Two or More	124	8.8%
White (Non-Hispanic)	570	40.5%
Total Applicants	**1,409**	100%
Adverse Impact Analysis	Recruitment (Stage 1)	
	N	Selection Rate
White (Non-Hispanic)	570	40.50%
Monitored Groups:	706	50.1%

Adverse Impact Ratio: 40.5%/50% = 81%.
Adverse impact for monitored groups? NO

With applicants from monitored groups composing roughly 50% of the total applicants, applicants from monitored groups did not suffer adversely in the recruitment stage, the part of the process where applicants have 40 (forty) days to submit an application. (See Table 1 above.) After initial review of applications by Human Resources, applicants from monitored groups continued to be the majority of applicants and they continued to not experience adverse impact after being screened by Human Resources and then forwarded to the college committees for stage 2 of process: screening. (See Table 2 below.)

Table 2: Applicants Under Review by Department		
Ethnicity		
Am. Indian/Alaskan Nat.	3	0.4%
Asian	113	14.7%
Black/African Am.	71	9.3%
Declined to State	59	7.7%
Hispanic	74	9.6%
Nat. Hawaiian/Other PI	2	0.3%
Other Non-White	24	3.1%
Two or More	75	9.8%
White (Non-Hispanic)	346	45.1%
Total Applicants	**767**	100%
Adverse Impact Analysis	**Screening** (Stage 2)	
	N	Selection Rate
White (Non-Hispanic)	346	45.10%
Monitored Groups:	362	47%
Adverse Impact Ratio: 45.1%/47.2% = 96%.		
Adverse impact for monitored groups? NO		

While the total number of applicants dropped from 1,409 to 767 after Human Resources reviewed all the applications to determine who possessed the minimum qualifications required by the faculty positions for which they applied, adverse impact for monitored groups did not exist. Stage 3 of the hiring process is the interview. During interviews at ARC, candidates from monitored groups continued to be the majority of applicants as shown in Table 3 below:

Table 3: Applicants Approved for Interview		
Ethnicity		
Am. Indian/Alaskan Nat.	2	0.8%
Asian	40	16.4%
Black/African Am.	22	9.0%
Declined to State	17	7.0%
Hispanic	31	12.7%
Nat. Hawaiian/Other PI	0	0.0%
Other Non-White	7	2.9%
Two or More	23	9.4%
White (Non-Hispanic)	102	41.8%
Total Applicants	**244**	100%
Adverse Impact Analysis	**Interviews** (Stage 3)	
	N	Selection Rate
White (Non-Hispanic)	102	41.80%
Monitored Groups:	125	47%
Adverse Impact Ratio: 41.8%/47.2% = 89%.		
Adverse impact for monitored groups? NO		

One important objective of the interview is for the hiring committee to identify finalists who will then move onto second level interviews with college executive leadership. Table 4 shows that applicants from monitored groups continued to be the majority of applicants following first level interviews:

Table 4: Recommended Candidates		
Ethnicity		
Am. Indian/Alaskan Nat.	1	2.0%
Asian	11	22.0%
Black/African Am.	5	10.0%
Declined to State	3	6.0%
Hispanic	2	4.0%
Nat. Hawaiian/Other PI	0	0.0%
Other Non-White	1	2.0%
Two or More	4	8.0%
White (Non-Hispanic)	23	46.0%
Total Applicants	**50**	100%
Adverse Impact Analysis	**Finalists**	
	N	Selection Rate
White (Non-Hispanic)	23	46.00%
Monitored Groups:	24	48%
Adverse Impact Ratio: 46%/48% = 96%.		
Adverse impact for monitored groups? NO		

After second level interviews, the College president selected the very best candidates for hire. As shown in Table 5, 50% of new hires in Spring 2026 were candidates from monitored groups, and adverse impact did not exist for those new hires:

Table 5: Hired		
Ethnicity		
Am. Indian/Alaskan Nat.	2	7.1%
Asian	5	17.9%
Black/African Am.	4	14.3%
Declined to State	4	14.3%
Hispanic	1	3.6%
Nat. Hawaiian/Other PI	0	0.0%
Other Non-White	1	3.6%
Two or More	1	3.6%
White (Non-Hispanic)	10	35.7%
Total Applicants	**28**	100%
Adverse Impact Analysis	**Hired**	
	N	Selection Rate
White (Non-Hispanic)	10	35.70%
Monitored Groups:	14	50%
Adverse Impact Ratio: 35.7%/50% = 71%.		
Adverse impact for monitored groups? NO		

Summary:

As the data above shows, American River College's cluster hiring efforts in Spring 2026 worked. A majority of applicants for the 28 positions which American River College hired were applicants from monitored groups.

Analysis of Cluster Hiring Data in Spring 2026: Sacramento City College

At stage 1 of the hiring process at SCC, Recruitment, the majority of applicants were identified as part of a monitored groups as shown in Table 6 below:

Table 6: All Applicants		
Ethnicity		
Am. Indian/Alaskan Nat.	3	0.9%
Asian	40	11.5%
Black/African Am.	49	14.1%
Declined to State	49	14.1%
Hispanic	35	10.1%
Nat. Hawaiian/Other PI	1	0.3%
Other Non-White	6	1.7%
Two or More	47	13.5%
White (Non-Hispanic)	117	33.7%
Total Applicants	**347**	100%

Adverse Impact Analysis	Recruitment (Stage 1)	
	N	Selection Rate
White (Non-Hispanic)	107	32.60%
Monitored Groups	181	52.16%
Adverse Impact Ratio: 32.6%/56.7% = 57.5%		
Adverse impact for monitored groups? NO		

Following Human Resources review of all applications, 207 applicants moved onto the college hiring committees for review as shown in Table 7 below. Also, the majority of those applicants were from monitored groups, 55.3% or 108 or 207 applications, and adverse impact did not exist for applicants from monitored groups:

Table 7: Under Review by Department Applicants		
Ethnicity		
Am. Indian/Alaskan Nat.	2	1.0%
Asian	16	7.7%
Black/African Am.	23	11.1%
Declined to State	23	11.1%
Hispanic	30	14.5%
Nat. Hawaiian/Other PI	1	0.5%
Other Non-White	6	2.9%
Two or More	30	14.5%
White (Non-Hispanic)	76	36.7%
Total Applicants	**207**	100%

Adverse Impact Analysis	**Screening** (Stage 2)	
	N	Selection Rate
White (Non-Hispanic)	76	41.30%
Monitored Groups	108	58.70%
Adverse Impact Ratio: 41.3%/58.7% = 70%		
Adverse impact for monitored groups? NO		

Stage 3 of the hiring process is the interview. The majority of applicants interviewed for 10 positions was 74 with a majority identifying as part of a monitored group (33 of 74). Adverse impact did not exist at this stage for applicants from monitored groups as seen in Table 8:

Table 8: Applicants Approved for Interview		
Ethnicity		
Am. Indian/Alaskan Nat.	0	0.0%
Asian	4	5.4%
Black/African Am.	6	8.1%
Declined to State	12	16.2%
Hispanic	11	14.9%
Nat. Hawaiian/Other PI	0	0.0%
Other Non-White	0	0.0%
Two or More	13	17.6%
White (Non-Hispanic)	28	37.8%
Total Applicants	**74**	100%

Adverse Impact Analysis	**Interviews** (Stage 3)	
	N	Selection Rate
White (Non-Hispanic)	28	45.16%
Monitored Groups	34	54.84%
Adverse Impact Ratio: 45.16%/54.84% = 82%		
Adverse impact for monitored groups? NO		

Following the committee interview, twelve (12) candidates from monitored groups and thirteen (13) white candidates were identified as finalists. Adverse impact did not exist for applicants from monitored groups as shown in Table 9:

Table 9: Recommended Candidates		
Ethnicity		
Am. Indian/Alaskan Nat.	0	0.0%
Asian	2	6.5%
Black/African Am.	4	12.9%
Declined to State	6	19.4%
Hispanic	5	16.1%
Nat. Hawaiian/Other PI	0	0.0%
Other Non-White	0	0.0%
Two or More	1	3.2%
White (Non-Hispanic)	13	41.9%
Total Applicants	**31**	100%

Adverse Impact Analysis	**Finalists**	
	N	Selection Rate
White (Non-Hispanic)	13	52.00%
Monitored Groups	12	48.00%
Adverse Impact Ratio: 48%/52% =92%		
Adverse impact for monitored groups? NO		

Finally, of the ten (10) candidates chosen for hire, 60% were candidates from monitored groups and adverse impact did not exist as shown in Table 10:

Table 10: Hired		
Ethnicity		
Am. Indian/Alaskan Nat.	1	10.0%
Asian	1	10.0%
Black/African Am.	0	0.0%
Declined to State	1	10.0%
Hispanic	4	40.0%
Nat. Hawaiian/Other PI	0	0.0%
Other Non-White	0	0.0%
Two or More	0	0.0%
White (Non-Hispanic)	3	30.0%
Total Applicants	**10**	100%

Adverse Impact Analysis	**Hired**	
	N	Selection Rate
White (Non-Hispanic)	3	30.00%
Monitored Groups	6	60.00%
Adverse Impact Ratio: 30%/60% = 50%		
Adverse impact for monitored groups? NO		

Summary

In it's third year utilizing cluster hiring to diversify the full-time faculty, the results shows that cluster hiring works: the majority of applicants are from monitored groups, adverse impact did not exist throughout the entire hiring process when all 10 hiring processes are reviewed, and a majority of the full-time faculty hires in Spring 2026 were candidates from monitored groups.

California Community Colleges

2026 Equal Employment Opportunity Annual Certification Form

District Name:	Los Rios Community College District
District Contact:	Alexander Casareno
Title:	Director of Diversity, Compliance & Title IX
Email:	casarea@losrios.edu
Phone no.:	(916) 5683063

In July of 2021, the Board of Governors of the California Community Colleges adopted new Equal Employment Opportunity (EEO) regulations to provide the necessary framework for more robust and accountable EEO programs. As a part of the framework, districts must complete annual reporting of EEO-related activities to receive EEO funds appropriated by the Legislature.[1]

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

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

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

This form combines the reporting of all items listed in Section 53024.2 into a single document.

Instructions:

1. Complete Section B, Part 1.
2. Use the provided Excel template to complete Section B, Part 2: Longitudinal Data Reporting.
3. Complete Sections C, D, and E.
4. Complete Section A.
5. Obtain the required signatures for Section F.
6. Submit the Annual Certification Form and the Section B, Part 2 data (using the provided Excel template) in one email to eeosubmissions@CCCCO.edu by **September 1, 2026.**

[1]Section 87102 of the Education Code provides in relevant part: (a) As a condition for the receipt of funds pursuant to Section 87107, the governing board of the community college district that opts to participate under the article shall periodically submit to the board of governors an affirmation of compliance with this article, and, to promote faculty diversity, commencing with the 2023–24 academic year, shall implement strategies from the Multiple Methods identified by the office of the Chancellor of the California Community Colleges. Each participating community college district's equal employment opportunity program shall ensure participation in, and commitment to, the program by community college district personnel. Each participating community college district's equal employment opportunity plan shall include steps that the community college district will take to eliminate improper discrimination or preferences in its hiring and employment practices. Each plan shall address how the community college district will make progress in achieving the ratio of full-time to part-time faculty hiring, as indicated in Section 87482.6, while still ensuring equal employment opportunity.

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Section A: Certification Components Checklist

As required by California Code of Regulations, Title 5, Section 53024.2(a), districts must annually certify compliance with the items listed below.

Before submitting this Annual Certification Form to the Chancellor's Office, ensure this checklist is complete.

Collection and Analysis of Recruitment, Retention, and Longitudinal Data

(1) The district has **recorded and reviewed** the required data regarding qualified applicant pools and employees. (Sections 53004 & 53006)

- [x] Yes
- [ ] No

(2) The district has **reported** the required data regarding qualified applicant pools and employees. (Sections 53004 & 53006)

- [x] Yes
- [ ] No

EEO Strategies Updates

(3) The district has reviewed and updated, as needed, the Strategies Component of the district's EEO Plan. (Sections 53003(c)(1), 53024.1)

- [x] Yes
- [ ] No

Response to Harassment and Discrimination Complaints

(4) The district has investigated and appropriately responded to formal harassment or discrimination complaints filed pursuant to subchapter 5 (commencing with Section 59300) of chapter 10 of division 6 of title 5. (Sections 53003(c)(4), 53026)

- [x] Yes
- [ ] No

Use of EEO Funds

(5) The district has expended EEO funds in accordance with the purposes set forth in subdivision (c) of Section 53030.

- [x] Yes
- [ ] No

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

Instructions:

This section documents how your district collects and reviews EEO–related data, including analyses of underrepresentation (workforce utilization) and adverse impact, and how the district assesses actions taken in response to identified findings.

In alignment with EEO Plan Components 10–12, districts should report on their established processes, analyses, and actions related to the recruitment, selection, and retention of monitored groups during the reporting year.

For definitions, analytical approaches, and examples related to workforce utilization, adverse impact, and longitudinal analysis, refer to the Equal Employment Opportunity Longitudinal Data Guide.

Collection and Analysis of Recruitment, Retention, and Longitudinal Data

Data Collection and Governance

1. **Systems used to collect applicant and employee data (check all that apply):**

   ☒ Applicant Tracking System (ATS)
   ☒ Human Resources Information System (HRIS)
   ☐ Integrated ATS + HRIS
   ☐ Manual tracking (e.g., spreadsheets)
   ☐ Third-party data system
   ☐ Other: _____

2. **Offices/roles responsible for data review and analysis (check all that apply):**
   ☒ Human Resources
   ☒ EEO Officer
   ☐ Institutional Research
   ☐ Diversity/Equity Office
   ☐ External consultant
   ☐ Other: _____

Voluntary Self-Identification

1. **During this EEO Plan period, did your district implement efforts to increase voluntary self-identification (select yes or no for each category)?**

Category	Yes	No
Race/Ethnicity	☐	☒
Gender	☐	☒
Disability	☐	☒

If "Yes" to any, indicate strategies used to increase voluntary self-identification (check all that apply):

☐ Revised applicant messaging
☐ Updated onboarding materials
☐ Added explanation of purpose/confidentiality
☐ Modified system prompts
☐ Conducted employee outreach campaign
☐ Other: _____

2. **Change in self-identification rates (if available):**

Category	Prior Rate (%)	Current Rate (%)
Race/Ethnicity	_____ %	_____%
Gender	_____ %	_____%
Disability	_____ %	_____%

If measurable improvement occurred, briefly summarize the change in self-identification rates and the strategies that contributed to it (max of 500 characters):

Underrepresentation (Workforce Utilization Analysis)

1. **Was a workforce utilization analysis conducted during this reporting year to identify underrepresentation (select yes or no)?**

   ☒ Yes

   ☐ No *(requires explanation below; will impact funding eligibility)*

   If "No," explain why (required):

2. **External availability data sources used for underrepresentation analysis (check all that apply):**

   ☒ U.S. Census

   ☒ State labor market data

   ☒ Integrated Postsecondary Education Data System (IPEDS)

   ☒ Student population

   ☒ Other: Advanced Degrees

3. **Job categories analyzed for underrepresentation (check all that apply):**

   ☒ Executive, Administrative, and Managerial

   ☒ Faculty

   ☒ Professional (Non-Faculty)

   ☒ Clerical / Secretarial

   ☒ Technical / Paraprofessional

   ☒ Skilled Crafts

   ☒ Service / Maintenance

   ☐ Instruction / Research Assistants

   ☑ Other: Faculty (Academic Temp)

4. **Monitored groups included in underrepresentation analysis (check all that apply):**

   ☑ Race/Ethnicity

   ☑ Gender

   ☐ Disability

   ☐ Other (please specify): _____

Underrepresentation (cont.)

5. **Statistical methods used to assess underrepresentation (check all that apply):**
   - ☐ 80% Rule
   - ☒ Standard deviation
   - ☒ Binomial exact
   - ☐ No statistical testing
   - ☐ Other: _____

6. **Frequency of underrepresentation analysis (select one):**
   - ☐ Monthly
   - ☐ Quarterly
   - ☒ Annually
   - ☐ Other: _____

7. **Limitations encountered in underrepresentation analysis (check all that apply):**
   - ☐ Small workforce size

   If selected:
   - Approximate workforce n: ____
   - Monitored group(s) with small n: _____

   - ☒ Data constraints
   - ☐ None
   - ☒ Other: Time constraints in data preparation _____

Underrepresentation (cont.)

Results

1. **At the time the underrepresentation analysis was conducted (select one):**

☒ Underrepresentation was identified
☐ No underrepresentation was identified

The following questions apply only if underrepresentation was identified.
If underrepresentation was not identified, skip to the Adverse Impact Analysis section on page 13.

Complete the table below for each instance where underrepresentation was identified:

Monitored Group	Job Category	Statistically Significant (Y/N)	Representation Ratio (Workforce % ÷ External Availability %)
American Indian/Alaska Native	All Categories	Y	.131 / .406

Underrepresentation (cont.)

Actions Taken

List each strategy implemented to address underrepresentation in the table below:

Strategy Implemented	Date Implemented	Targeted Job Category	Responsible Office
Recruitment of Director of Native American Student Success Centers at four colleges	20242025, 20252026	Executive/Managerial	HR Recruitment
Recruitment of Ethnic Studies (Native American Studies) faculty	Spring 2026	Academic, Tenure	

Underrepresentation (cont.)

Evaluation of Effectiveness

1. **How was the effectiveness of actions to address underrepresentation evaluated (check all that apply):**

☒ Change in workforce composition
☐ Change in representation ratios
☐ Comparison to external availability
☐ No evaluation conducted
☐ Other: _____

Summarize key results of the evaluation, including any measurable changes in underrepresentation (required if evaluation was conducted):

Regarding Action 1, the District hired Directors of Native American Student Success Centers where the Centers did not exist before.

Regarding Action 2, the District hired Ethnic Studies (Native American Studies) Faculty where the Faculty did not exist before.

Underrepresentation (cont.)

Observed Outcomes

1. **Following implementation of actions to address underrepresentation, indicate observed outcomes (check all that apply):**

☐ Reduction in underrepresentation
☐ Elimination of statistical significance
☐ Improved representation ratios
☐ No measurable change
☒ Insufficient time to evaluate

Provide quantitative example(s) and include specific data points (if applicable):

Regarding Action 1, hiring a director for each college (4 directors) would not reduce underrepresentation but would help demonstrate the District's/Colleges' commitment to a population that far too long has been underrepresented among students and the workforce.

Regarding Action 2, hiring two faculty would not reduce underrepresentation but help demonstrate the District's/Colleges' commitment to a population that far too long has been underrepresented and students and the workforce.

Underrepresentation (cont.)

Conditions Impacting Efforts

1. **Indicate any conditions that impacted your district's ability to address underrepresentation (check all that apply):**

☐ Limited hiring opportunities
☐ Creation of new positions
☐ Elimination/consolidation of positions
☐ Budget reductions
☐ None
☒ Other: Overcoming historic underrepresentation

Brief explanation (optional, max of 500 characters):

Overcoming underrepresentation is difficult as workforce disparities reflect longstanding barriers in education, recruitment networks, access to experience, geographic labor pools, and historical inequities. LRCCD intends to expand outreach/remove barriers while still maintaining job-related qualifications, compliance requirements, and fair selection processes. Progress can be slow because changes in representation depend on applicant/job availability, retention and promotion opportunities.

Adverse Impact Analysis (Longitudinal Hiring & Hiring Phase Analysis)

1. **Was an adverse impact analysis conducted during this reporting year (select one)?**
   ☒ Yes
   ☐ No *(requires explanation below; will impact funding eligibility)*
   If "No," explain why (required):

2. **Type of adverse analysis conducted (select one):**
   ☐ Longitudinal hiring analysis
   ☒ Hiring phase analysis
   ☐ Both

3. **Hiring phases analyzed for adverse impact (if applicable, check all that apply):**
   ☒ Minimum qualifications
   ☒ Paper screening
   ☒ First-level interview
   ☒ Final interview
   ☒ Job offer
   ☐ Other: _____

4. **Monitored groups included in adverse impact analysis (check all that apply):**
   ☒ Race/Ethnicity
   ☐ Gender
   ☐ Disability
   ☐ Other: _____

Adverse Impact Analysis (cont.)

5. **Statistical methods used to assess adverse impact (check all that apply):**

☒ 80% Rule

If 80% Rule was used:

- Comparison group used: group with highest selection rate
- Threshold applied: <80%

☐ Standard deviation analysis

☐ Binomial exact test

☐ No statistical testing conducted

☐ Other statistical method: _____

6. **Frequency of adverse impact analysis (select one):**

☐ Per recruitment cycle

☐ Quarterly

☒ Annually

☐ Other: _____

7. **Limitations encountered in adverse impact analysis (check all that apply):**

☐ Small applicant pools

If selected:

- Approximate applicant pool n: _____
- Monitored group(s) with small n: _____

☒ Incomplete phase data

☐ System limitations

☒ Staffing capacity

☐ None

☐ Other: _____

Adverse Impact Analysis (cont.)

Adverse Impact Results

1. **At the time the adverse impact analysis was conducted (select one):**
   ☐ Adverse impact was identified
   ☒ No adverse impact was identified

The following questions apply only if adverse impact was identified.
If adverse impact was not identified, skip to the Innovative Strategies section on page 20.

Complete the table below for each adverse impact instance identified:

Monitored Group	Hiring Phase	Statistically Significant (Y/N)	Selection Rate (%)

Adverse Impact Analysis (cont.)

Actions Taken

For each instance of adverse impact identified, list the action(s) implemented.

Hiring Phase	Action Implemented	Date Implemented	Responsible Office

Adverse Impact Analysis (cont.)

Evaluation of Effectiveness

1. **How was the effectiveness of actions to address adverse impact evaluated (check all that apply):**

   ☐ Recalculated selection rates
   ☐ Re-ran statistical testing
   ☐ Compared subsequent hiring cycles
   ☐ Reviewed hiring committee practices
   ☐ No evaluation conducted
   ☐ Other: _____

   Briefly describe how effectiveness was assessed, including data or methods used (max of 500 characters):

Adverse Impact Analysis (cont.)

Observed Outcomes

1. **Following implementation of actions to address adverse impact, indicate observed outcomes (check all that apply):**

   ☐ Reduction in adverse impact
   ☐ Elimination of statistical significance
   ☐ Increased selection rates for affected group(s)
   ☐ No measurable change
   ☐ New disparities identified
   ☐ Insufficient time to evaluate

   If measurable change occurred, provide a quantitative example including specific data points (e.g., Group A selection rate from 31% to 42% across two cycles):

Adverse Impact Analysis (cont.)

Conditions Impacting Efforts

1. Indicate any conditions that impacted your district's ability to address adverse impact (check all that apply):

- ☐ Hiring freeze
- ☐ Creation of new positions
- ☐ Elimination/consolidation of positions
- ☐ Budget reductions
- ☐ None
- ☐ Other: _____

Brief explanation (optional, max of 500 characters):

Innovative Strategies (Optional)

If applicable, describe innovative strategies, tools, or practices and observed or anticipated impact (max of 1,000 characters):

Although faculty from monitored groups remain underrepresented compared to the student population across the four Los Rios colleges, Spring 2026 cluster hiring efforts at American River College (ARC) and Sacramento City College (SCC) showed promising results in increasing faculty diversity. At ARC, 14 of 28 fulltime faculty hires were from monitored groups, representing half of all new hires. At SCC, six of ten hires were from monitored groups. Importantly, applicants from monitored groups did not experience adverse impact at either college during any stage of the hiring process, from application submission through job offer. These results suggest that intentional recruitment and hiring strategies can improve workforce diversity while maintaining equitable hiring outcomes.

Section B, Part 2: Longitudinal Data Reporting

Instructions:

1. Submit applicant and employee data for the 2023-24, 2024-25, and 2025-26 years using the provided Excel template.

Data must include the number of applicants and employees, broken down by race/ethnicity, gender, and disability status, for each EEO6 job category.

- Applicant Data Timeframe: Include all applicant data from July 1-June 30 of each reporting year.
- Employee Data Timeframe: Report active employees as of November 1st of each reporting year.
- **Compile demographic data for applicants and employees, including:**
    - **Job Classification Reporting Categories.** Classify employees following the MIS EB07 data element dictionary, using the Chancellor's Office MIS standards and EEO6 category labels:
        - Academic, Tenured/ Tenure-Track
        - Academic, Temporary
        - Clerical/Secretarial
        - Executive, Admin., Managerial
        - Professional (Non-Faculty)
        - Service/ Maintenance
        - Skilled Crafts
        - Technical/ Paraprofessional
    - **Race/Ethnicity Reporting Categories.** Categorize applicants and employees by race/ethnicity:
        - American Indian/Alaska Native
        - Asian
        - Black/African American
        - Filipino
        - Hispanic/Latino
        - Multi-Ethnicity
        - Pacific Islander/Native Hawaiian
        - Southwest Asia and North Africa/Middle East and North Africa
        - Unknown/Blank
        - White/Non-Hispanic

- **Gender Reporting Categories.** Categorize applicants and employees by gender per the Chancellor's Office MIS EB03 data element dictionary:
  - Female
  - Male
  - Non-Binary
  - Unknown/Blank
- **Disability Status Categories.** Categorize applicants and employees by ability status per the Chancellor's Office MIS EB06 data element dictionary:
  - Disabled
  - Not Disabled
  - Unknown/Blank

2. **Enter data into the Section B, Part 2 Longitudinal Data Reporting Excel template available here.** Using this template is required for submission.

3. **Save your workbook using the following format:**
   year_district_EEOAnnualCert (e.g., 2026_LRCCD_EEOAnnualCert).

4. **Submit your Excel workbook along with the EEO Annual Certification Form to eeosubmissions@cccco.edu.** Submission is incomplete without the Section B, Part 2 Longitudinal Data Reporting Excel workbook.

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

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

Section C, Part 1: EEO Plan Component 13

Instructions:

1. Use your district's adopted EEO Plan Component 13 to inform your responses in this section.
2. Report on strategies relevant to the 2024–2025 reporting year, identifying which year of your district's 3-year EEO Plan cycle this represents (e.g., Year 1, Year 2, or Year 3).
3. If a listed strategy does not apply, indicate "Not Applicable."
4. Use the space provided to concisely describe implementation activities, evaluation methods, and observed outcomes, including any identified challenges.

***Example**:*

Strategy	***Plan Year & Implementation*** *Identify the 2024–2025 cycle year (1, 2, or 3) and summarize completed actions.*	***Measurement/Evidence*** *Describe how the strategy was evaluated.*	***Outcomes & Challenges*** *Summarize results observed during 2024–2025, including any successes and challenges.*
PRE-HIRING			
Addressing diversity issues in a transparent and collaborative fashion. (53024.1(o))	*Year 2: Established a public-facing "Diversity Dashboard" that displays disaggregated hiring data. Formed a cross-functional task force (including Academic Senate and Classified Union reps) to review and revise all job description minimum qualifications.*	*Year 2: Tracked unique visits to the Dashboard and reviewed minutes from the task force. Measured the percentage of job postings that successfully utilized expanded "equivalency" language.*	*Year 2: High engagement with the dashboard (1,200+ views) improved trust with internal stakeholders. A challenge remains in "low-volume" departments where data must be suppressed for privacy; the task force is currently developing a 3-year aggregate reporting model to address this while maintaining transparency.*

[Form begins on the next page]

Strategy	**Plan Year & Implementation** Identify the 2024–2025 cycle year (1, 2, or 3) and summarize completed actions.	**Measurement/Evidence** Describe how the strategy was evaluated.	**Outcomes & Challenges** Summarize results observed during 2024–2025, including any successes and challenges.
PRE-HIRING			
Provide training to employees, students & trustees. (53024.1(d))	N/A		
Convey in publications and website the district's commitment to diversity & EEO. (53024.1(j))	Y3: Engaged Advisory Cmte in messaging and representative imagery of the District's commitment to DEI.	Were any potential recommendations made for a process for messaging and representative imagery of the District's commitment to DEI?	Challenge: This did not happen. The District has a policy to name property after persons or entities who have made important contributions to the District. It was determined that it would be inappropriate for the EEO Advisory Committee to make recommendations. The current policy should be followed: P8431 (Naming of Facilities and Areas.)
Review and update District EEO/DEI policy statement. (53024.1(k))	Y3: Reviewed policy regarding EEO/DEI policy statement.	Was the EEO/policy reviewed?	Outcome: The District's commitment to EEO policy is updated and available on the website: www.losrios.edu > About Us > Our Values/Equity and www.losrios.edu > Our Values > Equity and Diversity > Equal Opportunity is the Law. e
Providing EEO/diversity enhancement resources and assistance to other districts. (53024.1(m))	Y3: Determined if the District could provide diversity enhancement resources and assistance to other district.	Did the district has discussions with other disricts regarding diversity enhancement resources an assistance to other district?	Outcomes: Human Resources Recruitment met with Solano College Human Resources to discuss how to streamline the hiring process to ensure EEO throughout. FDIP faculty coordinators met with the FDIP Coordinator at Peralta Colleges to discuss collaboration. FDIP Faculty provided direct assist the faculty internship program at the Contra Costa County Community College District.
Addressing diversity issues in a transparent and collaborative fashion. (53024.1(o))	Y3: Discussed the recruitment plan to determine if there was a rise in applicants from monitored groups.	Did the recruitment plan result in a rise of applicants from monitored groups?	Outcome: In all faculty fulltime hires in Spring 2026, applicants from monitored groups were the majority applicants.
Recurring activities related to improving student access and student success—with a nexus to EEO hiring.	N/A		
Inclusion of (lawful) EEO deliverables in CEO and other administrator performance goals.	N/A		

Strategy	**Plan Year & Implementation** Identify the 2024–2025 cycle year (1, 2, or 3) and summarize completed actions.	**Measurement/Evidence** Describe how the strategy was evaluated.	**Outcomes & Challenges** Summarize results observed during 2024–2025, including any successes and challenges.
ADD ADDITIONAL/ ALTERNATIVE STRATEGIES IN ADDITIONAL ROWS HERE.	N/A		
HIRING			
Consistent and ongoing training for hiring committees.* (53024.1(c)) *Cross reference EEO Plan Component 8.	Y3: Implement training for hiring committees accessible online.	Did the colleges make training for hiring committees accessible online?	Outcome: The colleges have begun exploring what an online training for hiring committees would look like.
Maintain updated job descriptions and job announcements. (53024.1(f))	Y3: Updated job descriptions and job announcements.	Did the district update job descriptions and job announcements?	Outcomes: Hiring managers proposed updates to job announcements and such changes we implemented in the applicant tracking system before a job requisition was finalized. The job study for classified positions continues. As JDs are finalized, job annoucements are updated when those jobs are scheduled for hire.
Board of trustees receives training on elimination of bias in hiring and employment at least once every election cycle. (53024.1(g))	N/A		
Assess "sensitivity to diversity" of all applicants. (53024.1(l))	Y3: Develop specific criteria to assess "sensitive to diversity" for all applicants.	Has a criteria to assess "sensitivity to diversity for all applicants been developed?	Outcomes: Every hiring committee does develop a specific criteria to assess "sensitivity to diveristy" in screening of applications and during interviews. Challenge: The EEO Advisory Committee has discussed developing a criteria to assess "sensitivity to diversity" that could be made available to hiring committees, but has not had the opportunity to finalize the recommendations.
Maintaining updated curricula, texts, and/or course descriptions. (53024.1(n))	Y3: Established that the District's system to maintain and update curriculum is maintained.	Is there a District system to maintain and update curriculum?	Outcome: The District continues to implement Socrates, an online portal to maintain and update curriculum.
Dedication of specified staff to EEO.	Y3: Assure that all hiring committees have a specific employee who is focused on EEO concerns.	Do all hiring committees have an EEO representative? Is online training available for EEO representatives to hiring committees?	Outcomes: Every hiring committee does have an EEO representative. The colleges have begun exploring what an online training for hiring committees could look like.

Strategy	**Plan Year & Implementation** Identify the 2024–2025 cycle year (1, 2, or 3) and summarize completed actions.	**Measurement/Evidence** Describe how the strategy was evaluated.	**Outcomes & Challenges** Summarize results observed during 2024–2025, including any successes and challenges.
Incentives for hard-to-hire areas/disciplines.	N/A		
Focused outreach and publications.	Y3: Continued multiprong recruitment efforts including: FDIP, focused recruiting to specific monitored groups, employee solicitation on diversitybased recruiting sources.:	Has the district continued multiprong recruitment efforts?	Outcome: The district has recruited specifically to Hispanic Association of College and Universities. FDIP continues and several interns were hired for fulltime positions or adjunct positions in Spring 2026. Recruitment remains open to suggestions for where to recruit. Faculty are invited to recruitment fairs.
Procedures for addressing diversity throughout hiring steps and levels	N/A		
Recruitment efforts and strategies such as: • Use of demographic data • Job Fairs • Community College Career Connect • Relationships with external organizations & colleges	Y3: Continued recruitment through employee affinity groups. Development of equity focused methods to collect and analyze data to determine underrepresentation of monitored groups.	Has continued recruitment through employee affinity groups occurred? Have focused methods to collect and analyze data to determine underrepresentation of monitored groups been developed?	Outcomes: The district has continued recruitment through employee affinity groups. Faculty from these groups have been involved in recruitment fairs. Cluster hiring has continued at Sacramento City College and American River College. Data on cluster hiring results has been analyzed to determine underrepresentation of monitored groups.
ADD ADDITIONAL/ ALTERNATIVE STRATEGIES IN ADDITIONAL ROWS HERE.	N/A		

Strategy	**Plan Year & Implementation** Identify the 2024–2025 cycle year (1, 2, or 3) and summarize completed actions.	**Measurement/Evidence** Describe how the strategy was evaluated.	**Outcomes & Challenges** Summarize results observed during 2024–2025, including any successes and challenges.
POST-HIRING			
Conduct campus climate surveys & use this information. (53024.1(a))	Y3: Conduct campus climate surveys to measure and assess their strengths and weaknesses around diversity, equity, and inclusions efforts.	Have campus climate surveys to measure and assess their strengths and weaknesses around diversity, equity, and inclusion efforts been implemented?	Challenge: This goal would stretch the capacity of the EEO Advisory Committee and Human Resources Recruitment. The colleges are reponsible for campus climate surveys. Those results can be evaluated with regard to assessing strengths and weaknesses around diversity, equity, and inclusion efforts, but the unforeseen challenge is the capacity of the EEO Advisory Committee and/or Human Resources Recruitment.
Conduct exit interviews & use this information. (53024.1(b))	N/A		
Professional development, mentoring, support and leadership opportunities for new employees. (53024.1(e))	Y3: Consider specific EEO best practices from the 2022 EEO/Diversity Best Practices Handbook to improve professional development, mentoring, support and leadership opportunities for new employees?	Have specific EEO best practices from the 2022 EEO/Diversity Best Practices Handbook to improve professional development, mentoring, support and leadership opportunities been considered?	Challenge: This goal would stretch the capacity of the EEO Advisory Committee and Human Resources Recruitment. The colleges are reponsible for professional development of their employees.
Timely and thoroughly investigate all harassment & discrimination complaints & take appropriate corrective action in all instances where a violation is found. (53024.1(h))	Y3: Timely and thoroughly investigation of all harassment & discrimination complaints with appropriate corrective action taken where a violation has been found?	Has the District been able to provide timely and thorough investigation of all harassment and discrimination complaints? Are corrective actions taken where a violation has been found?	Outcome: The district continues to investigate thoroughly all harassment and discrimination complaints. Challenge: The increase in complaints from employees, students, and applicants has made it difficult at times to meet deadlines for investigationi without extensions.
Survey applicants who decline offers & use the information. (53024.1(p))	Y2/Y3: Create a survey to determine why applicants may decline a job offer.	Has the district created a survey to determine why applicants may decline a job offer?	Challenge: The increase in applications with a small Recruitment team has made it difficult to consider this survey.

Strategy	**Plan Year & Implementation** Identify the 2024–2025 cycle year (1, 2, or 3) and summarize completed actions.	**Measurement/Evidence** Describe how the strategy was evaluated.	**Outcomes & Challenges** Summarize results observed during 2024–2025, including any successes and challenges.
Describe strategies developed to address any adverse impact identified in the process of carrying out the requirements of Component 10 of the EEO Plan.	N/A		
Describe strategies developed to address any underrepresentation identified in the process of carrying out the requirements of Components 11 & 12 of the EEO Plan.	Y3: Availability analysis for recruitment. Cluster hiring. Adverse impact analsys	Has availabilty analysis begun? Has cluster hiring shown adverse impact for monitored groups?	Outcome 1: Availability analysis has begun. Challenge: The sheer amount of data collected (and required by CCCCO) does not allow us to report on outcomes at this time. Outcome 2: Cluster hiring has continued at ARC and SC with promising results. As a whole at ARC and SCC, monitored group applicants were not adversely impacted in hiring. Adverse impact did occur in certain faculty hires in Spring 2026.
ADD ADDITIONAL/ ALTERNATIVE STRATEGIES IN ADDITIONAL ROWS HERE.			

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

Some districts may have included pre-hiring, hiring, and post-hiring strategies in their EEO Plan that are not captured in Component 13. Section B is used to report updates on strategies from Components 10, 11, and 12, as applicable.

Use the table below to report any EEO Plan strategies that fall outside of Components 10–13.

Instructions:

1. Refer to your district's adopted EEO Plan when completing this section.
2. In the "Component Number" column, enter the corresponding EEO Plan component.
3. Only include the strategies and metrics relevant to the 2024-2025 reporting year.

Component Number	**Plan Year & Implementation** Identify the 2024–2025 cycle year (1, 2, or 3) and summarize completed actions.	**Measurement/Evidence** Describe how the strategy was evaluated.	**Outcomes & Challenges** Summarize results observed during 2024–2025, including any successes and challenges.

Section C, Part 3: Supports for Strategy Implementation (If Applicable)

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

Section D: Response to Harassment and Discrimination Complaints

Title 5 of the California Code of Regulations, section 59340(b) requires districts to provide an annual report detailing the number and disposition of complaints alleging unlawful discrimination.

Instructions:

1. Enter the district officer or designee's contact details in the "District Officer or Designee" table. Use the designated box to note any changes in appointment during 2025-26.

2. Enter the total number of discrimination complaints and informal charges **received** for employees and non-employees in 2025-26 in the appropriate boxes.

3. Enter the total number of **resolved** discrimination complaints and informal charges for employees and non-employees in 2025-26 in the appropriate boxes.

4. For employees, use the "Employee Types of Complaints and Resolution" tables to report the number of complaints and informal charges received in 2025-26 by protected category (e.g., race, gender).
    - For each category, enter the number of complaints and informal charges in the applicable resolution column.
    - The "Total" column will calculate automatically.
    - If reporting in the "Other" category, list the specific protected category (e.g., religion) in the text box and provide totals and resolution details for each.

5. For non-employees, complete the corresponding "Non-Employee Types of Complaints and Resolution" table.
    - For each category, enter the number of complaints and informal charges in the applicable resolution column.
    - The "Total" column will calculate automatically.
    - If reporting in the "Other" category, list the specific protected category (e.g., Religion) in the text box and provide totals and resolution details for each.

District Officer or Designee	
Name of District Officer or Designee responsible for receiving complaints:	Alexander Casareno
Title of District Officer or Designee responsible for receiving complaints:	Director of Diversity, Compliance & Title IX
Email of District Officer or Designee responsible for receiving complaints:	casarea@losrios.edu
Indicate changes to District Officer or Designee appointment during 2025-26:	no change

Employee Complaints Received		
Employee Complaints	Number of **discrimination complaints** received in 2025-26:	13
	Number of **informal charges** received in 2025-26:	7
Non-Employee Complaints Received		
Non- Employee Complaints	Number of **discrimination complaints** received in 2025-26:	4
	Number of **informal charges** received in 2025-26:	1
	Total number of discrimination complaints and informal charges received: *The total is calculated automatically.*	25

Employee Complaints Resolved		
Employee Complaints	Number of **discrimination complaints** resolved in 2025-26	10
	Number of **informal charges** resolved in 2025-26:	7
Non-Employee Complaints Resolved		
Non-Employee Complaints	Number of **discrimination complaints** resolved in 2025-26:	3
	Number of **informal charges** resolved in 2025-26:	1
	Total number of discrimination complaints and informal charges resolved: *The total is calculated automatically.*	21

Employee Types of Complaints and Resolution					
Based on the **total number** of discrimination complaints and informal charges received in 2025-26, provide the following information:					
Provide the number of complaints and informal charges based on the following protected categories:		Provide the number of complaints and informal charges that are:			
	Total *Calculated automatically*	Sustained in Whole	Sustained in Part	Not Sustained	Currently Unresolved
Race	6	1		3	2
Gender	0	0			
Sexual harassment	1	0			1
Disability/Medical Condition	0				
Other	1	1			
In the box below, list the specific "Other" protected categories, report the total number for each, and describe the status (e.g., Religion 4 total: 1 Sustained in Whole; 2 Not Sustained; 1 Currently Unresolved)).					
Other: 1 total: Protected Activity of Making a Complaint: Sustained in Whole.					

Non-Employee Types of Complaints and Resolution					
Based on the **total number** of discrimination complaints and informal charges received in 2025-26, provide the following information:					
Provide the number of complaints and informal charges based on the following protected categories:		Provide the number of complaints and informal charges that are:			
	Total *Calculated automatically*	Sustained in Whole	Sustained in Part	Not Sustained	Currently Unresolved
Race	0				
Gender	0				
Sexual harassment	5	1		3	1
Disability/Medical Condition	0				
Other	0				
In the box below, list the specific "Other" protected categories, report the total number for each, and describe the status (e.g., Religion 4 total: 1 Sustained in Whole; 2 Not Sustained; 1 Currently Unresolved)).					

Unresolved Complaints from Previous Academic Years	
If applicable, provide the number of complaints that arose before the 2025-26 academic year that remain unresolved.	**Employee:** **Non- Employee:**
For each unresolved complaint, briefly explain the factors preventing resolution:	

Section E: Use of EEO Funds

EEO Funds do not include EEO One-Time Funding or funding from Innovative Best Practices Grants. Expenditures from these sources should be reported in the “other funds” columns.

Instructions:

1. **Enter the total unexpended allocation from 2023-24** in the "Total Unexpended Allocation from 2023-24" box.

2. **Select the total amount allocated to the EEO/Diversity Allocation Fund for 2024-25** from the "2024-25 Allocation" box drop-down.

3. **Enter the total 2024-25 expenditures** in the "2024-25 Expenditures" box.

4. **Break down expenditures by controlling accounts on page 36.** If funds other than the EEO Allocation Fund were used, provide the total amount in the “other funds” column. If applicable, explain unspent funds, planned use, and expected timelines.

5. **Break down expenditures by performance indicators on pages 37 and 38.** If funds other than the EEO Allocation Fund were used, provide the total amount and the funding source in the “Other Fund Expenditures” column. Where relevant, explain how activities align with the Strategies Component of your district’s EEO Plan.

Report	EEO/Diversity Allocation Fund (Ed. Code § 87108)
Total Unexpended Allocation from 2023-24 (Carry Over)	292,805.47
2024-25 Allocation	149253
2024-25 Expenditures (Provide a breakdown of expenditures in the columns outlined in green below)	
Unexpended Allocations *calculated automatically*	$ 149,545.00

Controlling Account	EEO Allocation Fund (Ed. Code § 87108)	Other Funds	Total *Calculated automatically*
1000 Academic Salaries	49,361.84		$ 0.00
2000 Classified Salaries			$ 0.00
3000 Employee Benefits	10,185.88		$ 0.00
4000 Supplies & Materials			$ 0.00
5000 Other Oper. Exp. & Svcs.	21,478.71		$ 0.00
6000 Capital Outlay			$ 0.00
7000 Other Outgo			$ 0.00
Total *Calculated automatically*	$ 0.00	$ 0.00	$ 0.00

Unexpended Allocations (If Applicable)	
Explain why funds are unexpended.	
Describe any actions or strategies to utilize the funds and outline the anticipated dates.	

Performance Indicator	Funding Source	Expenditure Amount	Description of Activities If applicable, tie to Strategies Component of EEO Plan
Activities designed to encourage students to become qualified for, and seek, employment as community college faculty or administrators.	EEO Fund (Ed. Code § 87108)	$ 42,444.05	Stipends for faculty teaching FDIP Saturday curriculum and stipends for FDIP Campus Facilitators guiding FDIP Interns and Mentors. (Component 12: building a pipeline of candidates for employment)
	Other fund (specify funding source below):	$	
Outreach and recruitment.	EEO Fund (Ed. Code § 87108)	$ 26,000	PeopleAdmin for past data collection.
	Other fund (specify funding source below):	$	
Professional development on equal employment opportunity.	EEO Fund (Ed. Code § 87108)	$ 15,590,34	Stipends for faculty mentors in FDIP. (Component 12: building a pipeline of candidates for employment.) We had supervisor training, as well as ADA training.
	Other fund (specify funding source below):	$	

Performance Indicator	Funding Source	Expenditure Amount	Description of Activities If applicable, tie to Strategies Component of EEO Plan
Professional development on DEIA.	EEO Fund (Ed. Code § 87108)	$ 12,508.71	Training for College Equity Officers, Title IX officers, Student Conduct Officers on applying DEIA principles in practice. (Component 12: addresses diversity issues in a transparent and collaborative fashion (53021.1(o))
	Other fund (specify funding source below):	$	
Accommodations for applicants and employees with disabilities pursuant to title 5, section 53025.	EEO Fund (Ed. Code § 87108)	$ 8,907.00	Accommodations for hard-of-hearing and deaf employees at Convocation activities. (Component 12: compliance with the Americans with Disability Act)
	Other fund (specify funding source below):	$	
Other reasonable and justifiable activities to promote equal employment opportunities. Please list activities in "Description of Activities" column.	EEO Fund (Ed. Code § 87108)	$	
	Other fund (specify funding source below):	$	

Section F: Signatures – Affirmation of Accuracy and Completeness

I CERTIFY THAT THIS ANNUAL CERTIFCATION FORM IS ACCURATE AND COMPLETE.

Chair, Equal Employment Opportunity Advisory Committee

Name:	**Title:**
Signature:	**Date:**

Chief Human Resources Officer

Name:	**Title:**
Signature:	**Date:**

Chief Executive Officer (Chancellor or President/Superintendent)

Name:	**Title:**
Signature:	**Date:**

President/Chair, District Board of Trustees

Date of governing board's approval/certification:	
Name:	**Title:**
Signature:	**Date:**

Applicant Job Category by Race/Ethnicity

Fill in all fields. Use "NA" if not available/applicable or "0" if zero—do not leave blanks.

Applicant Job Category by Race/Ethnicity for 2023-24 Fiscal Year

2023-24 Fiscal Year	American Indian/ Alaska Native		Asian	
EEO6 Category	Headcount (#)	Row %	Headcount (#)	Row %
Academic, Tenured/ Tenure-Track	11	0.0058698	330	21.2%
Academic, Temporary	16	#REF!	397	#REF!
Clerical/ Secretarial	28	0.00701052	697	17.5%
Executive, Admin., Managerial	38	0.01529791	336	13.5%
Professional (Non-Faculty)	3	0.0030426	283	28.7%
Service/ Maintenance	2	0.00634921	46	14.6%
Skilled Crafts	0	0	2	6.7%
Technical/ Paraprofessional	9	0.00406872	457	20.7%

Applicant Job Category by Race/Ethnicity for 2024-25 Fiscal Year

2024-25 Fiscal Year	American Indian/ Alaska Native		Asian	
EEO6 Category	Headcount (#)	Row %	Headcount (#)	Row %
Academic, Tenured/ Tenure-Track	35	0.00912647	757	19.7%
Academic, Temporary	54	0.01113632	729	15.0%
Clerical/ Secretarial	39	0.00645588	1148	19.0%
Executive, Admin., Managerial	32	0.01041328	354	11.5%
Professional (Non-Faculty)	15	0.00735294	582	28.5%
Service/ Maintenance	20	0.02333722	120	14.0%
Skilled Crafts	4	0.01843318	12	5.5%
Technical/ Paraprofessional	26	0.00672008	789	20.4%

Applicant Job Category by Race/Ethnicity for 2025-26 Fiscal Year

2025-26 Fiscal Year	American Indian/ Alaska Native		Asian	
EEO6 Category	Headcount (#)	Row %	Headcount (#)	Row %

Academic, Tenured/ Tenure-Track	65	0.01450245	664	14.8%
Academic, Temporary	57	0.01562928	538	14.8%
Clerical/ Secretarial	80	0.01100564	932	12.8%
Executive, Admin., Managerial	45	0.03643725	124	10.0%
Professional (Non-Faculty)	49	0.01211372	648	16.0%
Service/ Maintenance	14	0.02341137	47	7.9%
Skilled Crafts	5	0.01811594	23	8.3%
Technical/ Paraprofessional	14	0.0123131	374	32.9%

Black/ African-American		Filipino		Hispanic/ Latino		Multi-Ethr
Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)
225	12.0%	0	0.0%	226	10.6%	191
291	#REF!	0	#REF!	198	#REF!	217
470	11.8%	0	0.0%	636	15.9%	663
417	16.8%	0	0.0%	355	14.3%	286
91	9.2%	0	0.0%	138	14.0%	105
60	19.0%	0	0.0%	64	20.3%	32
1	3.3%	0	0.0%	5	16.7%	4
212	9.6%	0	0.0%	405	18.3%	269

Black/ African-American		Filipino		Hispanic/ Latino		Multi-Ethr
Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)
413	10.8%	0	0.0%	324	8.4%	307
579	11.9%	0	0.0%	417	8.6%	473
657	10.9%	0	0.0%	919	15.2%	755
597	19.4%	0	0.0%	363	11.8%	307
214	10.5%	0	0.0%	250	12.3%	193
162	18.9%	0	0.0%	132	15.4%	89
17	7.8%	0	0.0%	52	24.0%	26
463	12.0%	0	0.0%	599	15.5%	494

Black/ African-American		Filipino		Hispanic/ Latino		Multi-Ethr
Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)

498	11.1%		0.0%	332	7.4%	958
494	13.5%		0.0%	293	8.0%	367
666	9.2%		0.0%	808	11.1%	2600
283	22.9%		0.0%	177	14.3%	31
320	7.9%		0.0%	450	11.1%	1489
123	20.6%		0.0%	130	21.7%	96
22	8.0%		0.0%	64	23.2%	46
105	9.2%		0.0%	100	8.8%	118

nicity	Pacific Islander/HI Native		Southwest Asia and North Africa/ Middle East and North Africa		Unknown/Blank	
Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %
10.2%	10	0.5%	0	0.0%	136	7.3%
#REF!	3	#REF!		#REF!	212	#REF!
16.6%	42	1.1%	0	0.0%	317	7.9%
11.5%	15	0.6%	0	0.0%	210	8.5%
10.6%	11	1.1%	0	0.0%	64	6.5%
10.2%	9	2.9%	0	0.0%	17	5.4%
13.3%		0.0%	0	0.0%		0.0%
12.2%	25	1.1%	0	0.0%	171	7.7%

nicity	Pacific Islander/HI Native		Southwest Asia and North Africa/ Middle East and North Africa		Unknown/Blank	
Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %
8.0%	11	0.3%	0	0.0%	377	9.8%
9.8%	12	0.2%	0	0.0%	547	11.3%
12.5%	48	0.8%	0	0.0%	459	7.6%
10.0%	19	0.6%	0	0.0%	302	9.8%
9.5%	4	0.2%	0	0.0%	179	8.8%
10.4%	8	0.9%	0	0.0%	53	6.2%
12.0%	1	0.5%	0	0.0%	12	5.5%
12.8%	19	0.5%	0	0.0%	318	8.2%

nicity	Pacific Islander/HI Native		Southwest Asia and North Africa/ Middle East and North Africa		Unknown/Blank	
Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %

21.4%	65	1.5%		0.0%	342	7.6%
10.1%	46	1.3%		0.0%	384	10.5%
35.8%	77	1.1%		0.0%	321	4.4%
2.5%	20	1.6%		0.0%	113	9.1%
36.8%	47	1.2%		0.0%	192	4.7%
16.1%	9	1.5%		0.0%	24	4.0%
16.7%	7	2.5%		0.0%	13	4.7%
10.4%	17	1.5%		0.0%	66	5.8%

White/ Non-Hispanic		Total
Headcount (#)	Row %	Headcount (#)
706	37.7%	1874
873	#REF!	#REF!
1141	28.6%	3994
827	33.3%	2484
291	29.5%	986
85	27.0%	315
18	60.0%	30
664	30.0%	2212

White/ Non-Hispanic		Total
Headcount (#)	Row %	Headcount (#)
1611	42.0%	3835
2038	42.0%	4849
2016	33.4%	6041
1099	35.8%	3073
603	29.6%	2040
273	31.9%	857
93	42.9%	217
1161	30.0%	3869

White/ Non-Hispanic		Total
Headcount (#)	Row %	Headcount (#)

1558	34.8%	4482
1468	40.3%	3647
1785	24.6%	7269
442	35.8%	1235
850	21.0%	4045
155	25.9%	598
96	34.8%	276
343	30.2%	1137

Applicant Job Category by Gender

Fill in all fields. Use "NA" if not available/applicable or "0" if zero—do not leave blanks.

Applicant Job Category by Gender for 2023-24 Fiscal Year

2023-24 Fiscal Year	Female		Male		Non-Binary		Unknown/Blank		Total
EEO6 Category	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)
Academic, Tenured/ Tenure-Track	872	47.5%	879	47.9%	34	1.9%	50	2.7%	1835
Academic, Temporary	1171	53.1%	933	42.3%	47	2.1%	56	2.5%	2207
Clerical/ Secretarial	2602	65.1%	1142	28.6%	176	4.4%	74	1.9%	3994
Executive, Admin., Managerial	1321	53.2%	1063	42.8%	25	1.0%	75	3.0%	2484
Professional (Non-Faculty)	471	47.8%	473	48.0%	17	1.7%	25	2.5%	986
Service/ Maintenance	59	18.7%	250	79.4%	2	0.6%	4	1.3%	315
Skilled Crafts	0	0.0%	30	100.0%	0	0.0%	0	0.0%	30
Technical/ Paraprofessional	1190	53.8%	924	41.8%	63	2.8%	35	1.6%	2212

Applicant Job Category by Gender for 2024-25 Fiscal Year

2024-25 Fiscal Year	Female		Male		Non-Binary		Unknown/Blank		Total
EEO6 Category	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)
Academic, Tenured/ Tenure-Track	1871	46.8%	1921	48.0%	77	1.9%	133	3.3%	4002
Academic, Temporary	2508	50.0%	2275	45.3%	91	1.8%	144	2.9%	5018
Clerical/ Secretarial	4089	65.8%	1820	29.3%	183	2.9%	118	1.9%	6210
Executive, Admin., Managerial	1581	49.0%	1518	47.1%	37	1.1%	89	2.8%	3225
Professional (Non-Faculty)	1154	55.5%	857	41.2%	37	1.8%	32	1.5%	2080
Service/ Maintenance	178	20.3%	673	76.7%	6	0.7%	20	2.3%	877
Skilled Crafts	6	2.6%	222	96.9%	0	0.0%	1	0.4%	229
Technical/ Paraprofessional	2047	51.3%	1759	44.1%	82	2.1%	101	2.5%	3989

Applicant Job Category by Gender for 2025-26 Fiscal Year

2025-26 Fiscal Year	Female		Male		Non-Binary		Unknown/Blank		Total
EEO6 Category	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)
Academic, Tenured/ Tenure-Track	2094	45.9%	2215	48.6%	84	1.8%	167	3.7%	4560
Academic, Temporary	1836	49.2%	1730	46.4%	61	1.6%	105	2.8%	3732
Clerical/ Secretarial	4730	64.2%	2346	31.8%	143	1.9%	154	2.1%	7373
Executive, Admin., Managerial	575	45.6%	652	51.7%	7	0.6%	27	2.1%	1261
Professional (Non-Faculty)	2304	56.2%	1630	39.8%	57	1.4%	107	2.6%	4098
Service/ Maintenance	129	21.0%	479	77.9%	2	0.3%	5	0.8%	615
Skilled Crafts	7	2.5%	266	95.3%	1	0.4%	5	1.8%	279
Technical/ Paraprofessional	426	36.5%	702	60.2%	14	1.2%	25	2.1%	1167

HOME

Applicant Job Category by Disability Status

Fill in all fields. Use "NA" if not available/applicable or "0" if zero—do not leave blanks.

Applicant Job Category by Disability Status for 2023-24 Fiscal Year

2023-24 Fiscal Year	No Disability		Disability (Current or Prior)	
EEO6 Category	Headcount (#)	Row %	Headcount (#)	Row %
Academic, Tenured/ Tenure-Track	292	15.9%	66	3.6%
Academic, Temporary	339	15.4%	52	2.4%
Clerical/ Secretarial	572	14.3%	160	4.0%
Executive, Admin., Managerial	468	18.8%	42	1.7%
Professional (Non-Faculty)	132	13.4%	15	1.5%
Service/ Maintenance	43	13.7%	10	3.2%
Skilled Crafts	5	16.7%	4	13.3%
Technical/ Paraprofessional	307	13.9%	80	3.6%

Applicant Job Category by Disability Status for 2024-25 Fiscal Year

2024-25 Fiscal Year	No Disability		Disability (Current or Prior)	
EEO6 Category	Headcount (#)	Row %	Headcount (#)	Row %
Academic, Tenured/ Tenure-Track	2953	73.8%	651	16.3%
Academic, Temporary	3720	74.1%	811	16.2%
Clerical/ Secretarial	4556	73.4%	982	15.8%
Executive, Admin., Managerial	2463	76.4%	465	14.4%
Professional (Non-Faculty)	1642	78.1%	251	11.9%
Service/ Maintenance	704	80.3%	97	11.1%
Skilled Crafts	209	91.3%	11	4.8%
Technical/ Paraprofessional	2955	74.1%	601	15.1%

Applicant Job Category by Disability Status for 2025-26 Fiscal Year

2025-26 Fiscal Year	No Disability		Disability (Current or Prior)	
EEO6 Category	Headcount (#)	Row %	Headcount (#)	Row %
Academic, Tenured/ Tenure-Track	3227	70.8%	768	16.8%
Academic, Temporary	2843	76.2%	528	14.1%
Clerical/ Secretarial	5386	73.1%	1181	16.0%

Executive, Admin., Managerial	927	73.5%	206	16.3%
Professional (Non-Faculty)	3084	75.3%	576	14.1%
Service/ Maintenance	526	85.5%	54	8.8%
Skilled Crafts	244	87.5%	15	5.4%
Technical/ Paraprofessional	931	79.8%	152	13.0%

Unknown/Blank		Total
Headcount (#)	Row %	Headcount (#)
1477	80.5%	1835
1816	82.3%	2207
3262	81.7%	3994
1973	79.5%	2483
840	85.1%	987
262	83.2%	315
21	70.0%	30
1825	82.5%	2212

Unknown/Blank		Total
Headcount (#)	Row %	Headcount (#)
398	9.9%	4002
487	9.7%	5018
672	10.8%	6210
297	9.2%	3225
210	10.0%	2103
76	8.7%	877
9	3.9%	229
434	10.9%	3990

Unknown/Blank		Total
Headcount (#)	Row %	Headcount (#)
565	12.4%	4560
361	9.7%	3732
806	10.9%	7373

128	10.2%	1261
438	10.7%	4098
35	5.7%	615
20	7.2%	279
84	7.2%	1167

Employee Job Category by Race/Ethnicity

Fill in all fields. Use "NA" if not available/applicable or "0" if zero—do not leave blanks.

Employee Job Category by Race/Ethnicity for Fall 2023

Fall 2023	American Indian/ Alaska Native		Asian		Black/ African-American		Filipino		Hispanic/ Latino		Multi-Ethnicity		Pacific Islander/HI Native		Southwest Asia and North Africa/Middle East and North Africa		Unknown/Blank		White/ Non-Hispanic		Total
EEO6 Category	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)
Academic, Tenured/ Tenure-Track	7	0.010116	83	12.0%	56	8.1%	0	0.0%	74	10.7%	74	10.7%	1	0.1%	0	0.0%	22	3.2%	375	54.2%	692
Academic, Temporary	7	0.006222	120	10.7%	93	8.3%	0	0.0%	82	7.3%	142	12.6%	5	0.4%	0	0.0%	53	4.7%	623	55.4%	1125
Clerical/ Secretarial	1	0.004049	29	11.7%	21	8.5%	0	0.0%	34	13.8%	53	21.5%	2	0.8%	0	0.0%	6	2.4%	101	40.9%	247
Executive, Admin., Managerial	0	0	12	12.8%	16	17.0%	0	0.0%	23	24.5%	4	4.3%	0	0.0%	0	0.0%	5	5.3%	34	36.2%	94
Professional (Non-Faculty)	4	0.014134	48	17.0%	14	4.9%	0	0.0%	29	10.2%	51	18.0%	1	0.4%	0	0.0%	2	0.7%	134	47.3%	283
Service/ Maintenance	2	0.02	13	13.0%	13	13.0%	0	0.0%	12	12.0%	16	16.0%	0	0.0%	0	0.0%	3	3.0%	41	41.0%	100
Skilled Crafts	0	0	1	3.2%	0	0.0%	0	0.0%	3	9.7%	4	12.9%	0	0.0%	0	0.0%	2	6.5%	21	67.7%	31
Technical/ Paraprofessional	0	0	42	15.6%	28	10.4%	0	0.0%	41	15.2%	43	15.9%	1	0.4%	0	0.0%	7	2.6%	108	40.0%	270

Employee Job Category by Race/Ethnicity for Fall 2024

Fall 2024	American Indian/ Alaska Native		Asian		Black/ African-American		Filipino		Hispanic/ Latino		Multi-Ethnicity		Pacific Islander/HI Native		Southwest Asia and North Africa/Middle East and North Africa		Unknown/Blank		White/ Non-Hispanic		Total
EEO6 Category	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)
Academic, Tenured/ Tenure-Track	8	0.012012	79	11.9%	57	8.6%		0.0%	71	10.7%	66	9.9%	1	0.2%		0.0%	17	2.6%	367	55.1%	666
Academic, Temporary	8	0.006785	129	10.9%	101	8.6%		0.0%	98	8.3%	156	13.2%	5	0.4%		0.0%	53	4.5%	629	53.4%	1179
Clerical/ Secretarial	1	0.004348	30	13.0%	22	9.6%		0.0%	34	14.8%	46	20.0%	4	1.7%		0.0%	4	1.7%	89	38.7%	230
Executive, Admin., Managerial	0	0	10	10.3%	15	15.5%		0.0%	25	25.8%	4	4.1%	0	0.0%		0.0%	6	6.2%	37	38.1%	97
Professional (Non-Faculty)	6	0.019934	47	15.6%	16	5.3%		0.0%	28	9.3%	56	18.6%	1	0.3%		0.0%	5	1.7%	142	47.2%	301
Service/ Maintenance	1	0.009524	15	14.3%	13	12.4%		0.0%	16	15.2%	16	15.2%	0	0.0%		0.0%	4	3.8%	40	38.1%	105
Skilled Crafts	0	0	2	5.9%	0	0.0%		0.0%	3	8.8%	5	14.7%	0	0.0%		0.0%	2	5.9%	22	64.7%	34
Technical/ Paraprofessional	0	0	43	15.5%	28	10.1%		0.0%	40	14.4%	39	14.1%	1	0.4%		0.0%	9	3.2%	117	42.2%	277

Employee Job Category by Race/Ethnicity for Fall 2025

Fall 2025	American Indian/ Alaska Native		Asian		Black/ African-American		Filipino		Hispanic/ Latino		Multi-Ethnicity		Pacific Islander/HI Native		Southwest Asia and North Africa/Middle East and North Africa		Unknown/Blank		White/ Non-Hispanic		Total
EEO6 Category	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)
Academic, Tenured/ Tenure-Track	8	0.008457	91	9.6%	58	6.1%		0.0%	74	7.8%	67	7.1%	2	0.2%		0.0%	283	29.9%	363	38.4%	946
Academic, Temporary	8	0.005857	113	8.3%	63	4.6%		0.0%	74	5.4%	129	9.4%	4	0.3%		0.0%	454	33.2%	521	38.1%	1366
Clerical/ Secretarial	3	0.00831	34	9.4%	27	7.5%		0.0%	55	15.2%	39	10.8%	5	1.4%		0.0%	85	23.5%	113	31.3%	361
Executive, Admin., Managerial	2	0.014706	11	8.1%	11	8.1%		0.0%	18	13.2%	13	9.6%	0	0.0%		0.0%	36	26.5%	45	33.1%	136
Professional (Non-Faculty)	1	0.002353	64	15.1%	33	7.8%		0.0%	41	9.6%	40	9.4%	0	0.0%		0.0%	107	25.2%	139	32.7%	425
Service/ Maintenance	1	0.005587	17	9.5%	16	8.9%		0.0%	18	10.1%	12	6.7%	0	0.0%		0.0%	63	35.2%	52	29.1%	179
Skilled Crafts	0	0	2	4.1%	1	2.0%		0.0%	4	8.2%	1	2.0%	1	2.0%		0.0%	22	44.9%	18	36.7%	49
Technical/ Paraprofessional	1	0.00565	25	14.1%	6	3.4%		0.0%	10	5.6%	18	10.2%	0	0.0%		0.0%	49	27.7%	68	38.4%	177

Employee Job Category by Gender

Fill in all fields. Use "NA" if not available/applicable or "0" if zero—do not leave blanks.

Employee Job Category by Gender for Fall 2023

Fall 2023	Female		Male		Non-Binary		Unknown/Blank		Total
EEO6 Category	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)
Academic, Tenured/ Tenure-Track	396	57.2%	296	42.8%	0	0.0%	0	0.0%	692
Academic, Temporary	617	54.8%	500	44.4%	6	0.5%	2	0.2%	1125
Clerical/ Secretarial	209	84.6%	37	15.0%	1	0.4%	0	0.0%	247
Executive, Admin., Managerial	52	55.3%	41	43.6%	1	1.1%	0	0.0%	94
Professional (Non-Faculty)	175	61.8%	107	37.8%	0	0.0%	1	0.4%	283
Service/ Maintenance	20	20.0%	80	80.0%	0	0.0%	0	0.0%	100
Skilled Crafts	2	6.5%	29	93.5%	0	0.0%	0	0.0%	31
Technical/ Paraprofessional	150	55.6%	120	44.4%	0	0.0%	0	0.0%	270

Employee Job Category by Gender for Fall 2024

Fall 2024	Female		Male		Non-Binary		Unknown/Blank		Total
EEO6 Category	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)
Academic, Tenured/ Tenure-Track	365	54.8%	301	45.2%	0	0.0%	0	0.0%	666
Academic, Temporary	656	55.6%	514	43.6%	5	0.4%	4	0.3%	1179
Clerical/ Secretarial	187	81.3%	41	17.8%	2	0.9%	0	0.0%	230
Executive, Admin., Managerial	54	55.7%	43	44.3%	0	0.0%	0	0.0%	97
Professional (Non-Faculty)	187	62.1%	111	36.9%	0	0.0%	3	1.0%	301
Service/ Maintenance	24	22.9%	81	77.1%	0	0.0%	0	0.0%	105
Skilled Crafts	2	5.9%	32	94.1%	0	0.0%	0	0.0%	34
Technical/ Paraprofessional	156	56.3%	117	42.2%	1	0.4%	3	1.1%	277

Employee Job Category by Gender for Fall 2025

Fall 2025	Female		Male		Non-Binary		Unknown/Blank		Total
EEO6 Category	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)
Academic, Tenured/ Tenure-Track	373	38.7%	309	32.0%		0.0%	283	29.3%	965
Academic, Temporary	522	37.3%	424	30.3%		0.0%	454	32.4%	1400
Clerical/ Secretarial	212	58.2%	67	18.4%		0.0%	85	23.4%	364
Executive, Admin., Managerial	56	40.0%	48	34.3%		0.0%	36	25.7%	140
Professional (Non-Faculty)	212	49.3%	111	25.8%		0.0%	107	24.9%	430
Service/ Maintenance	25	13.7%	95	51.9%		0.0%	63	34.4%	183
Skilled Crafts	0	0.0%	28	56.0%		0.0%	22	44.0%	50
Technical/ Paraprofessional	66	35.7%	70	37.8%		0.0%	49	26.5%	185

Employee Job Category by Disability Status

Fill in all fields. Use "NA" if not available/applicable or "0" if zero—do not leave blanks.

Employee Job Category by Disability Status for Fall 2023

Fall 2023	No Disability	No Disability	Disability (Current or Prior)	Disability (Current or Prior)	Unknown/ Blank	Unknown/ Blank	Total
EEO6 Category	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)
Academic, Tenured/ Tenure-Track	259	37.4%	11	1.6%	422	61.0%	692
Academic, Temporary	1050	97.7%	0	0.0%	25	2.3%	1075
Clerical/ Secretarial	119	48.2%	3	1.2%	125	50.6%	247
Executive, Admin., Managerial	81	86.2%	1	1.1%	12	12.8%	94
Professional (Non-Faculty)	158	55.8%	4	1.4%	121	42.8%	283
Service/ Maintenance	63	63.0%	0	0.0%	37	37.0%	100
Skilled Crafts	10	32.3%	1	3.2%	20	64.5%	31
Technical/ Paraprofessional	135	50.0%	4	1.5%	131	48.5%	270

Employee Job Category by Disability Status for Fall 2024

Fall 2024	No Disability	No Disability	Disability (Current or Prior)	Disability (Current or Prior)	Unknown/ Blank	Unknown/ Blank	Total
EEO6 Category	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)
Academic, Tenured/ Tenure-Track	257	38.6%	12	1.8%	397	59.6%	666
Academic, Temporary	1145	97.1%	0	0.0%	34	2.9%	1179
Clerical/ Secretarial	122	53.0%	5	2.2%	103	44.8%	230
Executive, Admin., Managerial	85	87.6%	0	0.0%	12	12.4%	97
Professional (Non-Faculty)	175	58.1%	5	1.7%	121	40.2%	301
Service/ Maintenance	69	65.7%	0	0.0%	36	34.3%	105
Skilled Crafts	10	29.4%	1	2.9%	23	67.6%	34
Technical/ Paraprofessional	154	55.6%	5	1.8%	118	42.6%	277

Employee Job Category by Disability Status for Fall 2025

Fall 2025	No Disability	No Disability	Disability (Current or Prior)	Disability (Current or Prior)	Unknown/ Blank	Unknown/ Blank	Total
EEO6 Category	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)
Academic, Tenured/ Tenure-Track	894	92.6%	45	4.7%	26	2.7%	965
Academic, Temporary	1150	81.9%	51	3.6%	204	14.5%	1405
Clerical/ Secretarial	328	89.6%	15	4.1%	23	6.3%	366
Executive, Admin., Managerial	128	91.4%	4	2.9%	8	5.7%	140
Professional (Non-Faculty)	394	91.6%	22	5.1%	14	3.3%	430
Service/ Maintenance	162	88.5%	2	1.1%	19	10.4%	183
Skilled Crafts	46	92.0%	0	0.0%	4	8.0%	50
Technical/ Paraprofessional	170	91.4%	9	4.8%	7	3.8%	186

LOS RIOS COMMUNITY COLLEGE DISTRICT

BOARD OF TRUSTEES ANNUAL FALL RETREAT

SUBJECT: Adoption and Approval of new 2026-2027 Executive Management and Interim Executive Management Salary Schedules and Amended 2026-2027 Management and Interim Management Salary Schedules	**DATE:** October 2-3, 2026
AGENDA ITEM 5.A **STRATEGIC PLAN GOAL(S): 5**	**TYPE OF BOARD CONSIDERATION:** Board Action

BACKGROUND

On August 12, 2026, the Los Rios Community College District Board of Trustees adopted and approved Los Rios CCD employee pay rate schedules for 2026-2027, including the 2026-2027 Management and Interim Management Salary Schedules. Historically, the Management Salary Schedules includes District executive officers (Ranges A, B, and C) along with regular District managers (Ranges 1-10).

The proposed salary schedules, if adopted, would remove the District executive officers from the regular Management Salary Schedule and place executive officers (Ranges A, B, and C) on a new Executive Management Salary Schedule. The creation of a new Executive Management Salary Schedule would reduce confusion and allow for future flexibility in salaries for management employees.

Neither the proposed Executive Management and Interim Executive Management Salary Schedules nor the revised Management and Interim Management Salary Schedules include any changes to employee salaries. Each salary class and step on the proposed Executive Management Salary Schedules and the revised Management Salary Schedules are identical to the salary classes and steps approved by the Board at its August 12, 2026 meeting. The only change proposed for the Board's consideration is the separation of the executive officers from the regular managers for salary schedule purposes moving forward.

RECOMMENDATION

It is recommended that the Board of Trustees (1) adopt and approve the attached 2026-2027 Executive Management and Interim Executive Management Salary Schedules; and (2) adopt and approve the attached Amended 2026-2027 Management and Interim Management Salary Schedules.

LOS RIOS COMMUNITY COLLEGE DISTRICT

2026-2027

Executive Management Salary Schedule

Job Code	Title	Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5
687	**Deputy Chancellor** **Executive Vice Chancellor**	C	Annual	307,301.03	313,447.05	319,715.99	326,110.31	332,632.52
			Monthly	25,608.42	26,120.59	26,643.00	27,175.86	27,719.38
686	**Vice Chancellor** **College President** **Chief Counsel/Officer**	B	Annual	284,707.66	290,401.82	296,209.86	302,134.06	308,176.74
			Monthly	23,725.64	24,200.15	24,684.16	25,177.84	25,681.40
679	**Associate Vice Chancellor** **Chief of Police**	A	Annual	243,340.07	248,206.87	253,171.01	258,234.43	263,399.12
			Monthly	20,278.34	20,683.91	21,097.58	21,519.54	21,949.93

Annual Salaries are based on a Manager's work year which will not be less than 260 days comprised of work days, holidays, and vacation.

2026-2027 payrates include a continuing improvement of 4.5% above base payrates for 2025-2026.

After 10 years of full-time service with Los Rios, a longevity increment will be awarded which will be 4% of the appropriate range and step.

An Additional increment of 4% (8.16%) will be awarded after 15 years.

An Additional increment of 4% (12.486%) will be awarded after 20 years.

An Additional increment of 2% (14.736%) will be awarded after 25 years.

Longevity Increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Equivalent full-time service outside of the District will be considered for longevity increment based on a determination from Human Resources. Service in the following classifications at another employer, or service in classifications with substantially similar duties or responsibilities, count toward all longevity service thresholds: Deputy Chancellor, Executive Vice Chancellor, Vice Chancellor, College President, Chief Counsel, Chief Officer, Associate Vice Chancellor, Chief of Police.

Educational Incentive: An educational incentive payment will be provided to managers possessing an earned doctorate completed at an accredited institution or fully accredited in accordance with the American Bar Association or the California Bar Association. Accredited institution includes a postsecondary institution accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary and Vocational Education. The Educational incentive will be an annual amount of $4,624.90.

Effective: July 1, 2026

Board approved: August 12, 2026

Los Rios Community College District

2026-2027

Interim Executive Management (Faculty to Manager) Salary Schedule

Job Code	Title (Job Code)	Range	Frequency	Base Salary Step	Base Salary Step + Ed Incentive
687	**Deputy Chancellor** **Executive Vice Chancellor**	**C**	Annual Monthly Daily	**270,424.91** **27,042.49** **1,453.90**	**275,049.81** **27,504.98** **1,478.76**
686	**Vice Chancellor** **College President** **Chief Counsel/Officer**	**B**	Annual Monthly Daily	**250,542.74** **25,054.27** **1,347.00**	**255,167.64** **25,516.76** **1,371.87**
679	**Associate Vice Chancellor** **Chief of Police**	**A**	Annual Monthly Daily	**214,139.26** **21,413.93** **1,151.29**	**218,764.16** **21,876.42** **1,176.15**

[1] Adding Interim Executive Management positions

2026-2027 payrates include a continuing improvement of 4.5% above base payrates for 2025-2026.

Interim Management (Faculty) Schedule is based on a 10-month/year payroll frequency.
Interim Management Schedule provides for 186 days of service with no accrual of vacation.
For service beyond 186 days, faculty will be paid their per diem rate on Faculty Salary Schedule A.

After 10 years of full-time service with Los Rios, a longevity increment will be awarded which will be 4% of the appropriate range and step.
An Additional increment of 4% (8.16%) will be awarded after 15 years.
An Additional increment of 4% (12.486%) will be awarded after 20 years.
An Additional increment of 2% (14.736%) will be awarded after 25 years.
Longevity Increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Educational Incentive: An educational incentive payment will be provided to managers possessing an earned doctorate completed at an accredited institution or fully accredited in accordance with the American Bar Association or the California Bar Association. Accredited institution includes a postsecondary institution accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary and Vocational Education. The Educational incentive will be an annual amount of $4,624.90.

Effective: July 1, 2026
Board approved: August 12, 2026
Board revised: September 9, 2026

LOS RIOS COMMUNITY COLLEGE DISTRICT
2026-2027
Management Salary Schedule

Job Code	Title	Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5
674	**Director/Manager I** **Vice President** **Deputy General Counsel**	1	Annual	212,100.40	216,342.41	220,669.26	225,082.65	229,584.30
			Monthly	17,675.03	18,028.53	18,389.11	18,756.89	19,132.03
672	**Director/Manager II** **Associate Vice President**	2	Annual	198,872.58	202,850.03	206,907.03	211,045.17	215,266.07
			Monthly	16,572.72	16,904.17	17,242.25	17,587.10	17,938.84
670	**Director/Manager III** **Dean**	3	Annual	186,469.73	190,199.12	194,003.10	197,883.16	201,840.82
			Monthly	15,539.14	15,849.93	16,166.93	16,490.26	16,820.07
668	**Director/Manager IV** **Associate Dean**	4	Annual	174,840.39	178,337.20	181,903.94	185,542.02	189,252.86
			Monthly	14,570.03	14,861.43	15,158.66	15,461.84	15,771.07
664	**Director/Manager V** **Police Captain**	5	Annual	151,686.61	154,720.34	157,814.75	160,971.05	164,190.47
			Monthly	12,640.55	12,893.36	13,151.23	13,414.25	13,682.54
663	**Director/Manager VI**	6	Annual	142,226.55	145,071.08	147,972.50	150,931.95	153,950.59
			Monthly	11,852.21	12,089.26	12,331.04	12,577.66	12,829.22
662	**Director/Manager VII**	7	Annual	130,943.54	133,562.41	136,233.66	138,958.33	141,737.50
			Monthly	10,911.96	11,130.20	11,352.81	11,579.86	11,811.46
665	**Director/Manager VIII**	8	Annual	122,777.14	125,232.68	127,737.33	130,292.08	132,897.92
			Monthly	10,231.43	10,436.06	10,644.78	10,857.67	11,074.83
669	**Director/Manager IX**	9	Annual	115,120.04	117,422.44	119,770.89	122,166.31	124,609.64
			Monthly	9,593.34	9,785.20	9,980.91	10,180.53	10,384.14
675	**Director/Manager X**	10	Annual	107,940.47	110,099.28	112,301.27	114,547.30	116,838.25
			Monthly	8,995.04	9,174.94	9,358.44	9,545.61	9,736.52

Annual Salaries are based on a Manager's work year which will not be less than 260 days comprised of work days, holidays, and vacation.

2026-2027 payrates include a continuing improvement of 4.5% above base payrates for 2025-2026.

After 10 years of full-time service with Los Rios, a longevity increment will be awarded which will be 4% of the appropriate range and step.

An Additional increment of 4% (8.16%) will be awarded after 15 years.

An Additional increment of 4% (12.486%) will be awarded after 20 years.

An Additional increment of 2% (14.736%) will be awarded after 25 years.

Longevity Increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Educational Incentive: An educational incentive payment will be provided to managers possessing an earned doctorate completed at an accredited institution or fully accredited in accordance with the American Bar Association or the California Bar Association. Accredited institution includes a postsecondary institution accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary and Vocational Education. The Educational incentive will be an annual amount of $4,624.90.

Effective: July 1, 2026

Board approved: August 12, 2026

Los Rios Community College District

2026-2027

Interim Management (Faculty to Manager) Salary Schedule

Job Code	Title (Job Code)	Range	Frequency	Base Salary Step	Base Salary Step + Ed Incentive
674	Director/Manager I Vice President Deputy General Counsel	1	Annual Monthly Daily	186,648.37 18,664.84 1,003.49	191,273.27 19,127.33 1,028.35
672	Director/Manager II Associate Vice President	2	Annual Monthly Daily	175,007.88 17,500.79 940.90	179,632.78 17,963.28 965.77
670	Director/Manager III Dean	3	Annual Monthly Daily	164,093.36 16,409.34 882.22	168,718.26 16,871.83 907.09
668	Director/Manager IV Associate Dean	4	Annual Monthly Daily	153,859.55 15,385.96 827.20	158,484.45 15,848.45 852.07
664	Director/Manager V Police Captain	5	Annual Monthly Daily	133,484.23 13,348.42 717.66	138,109.13 13,810.91 742.52
663	Director/Manager VI	6	Annual Monthly Daily	125,159.38 12,515.94 672.90	129,784.28 12,978.43 697.76
662	Director/Manager VII	7	Annual Monthly Daily	115,230.31 11,523.03 619.52	119,855.21 11,985.52 644.38
665	Director/Manager VIII	8	Annual Monthly Daily	108,043.89 10,804.39 580.88	112,668.79 11,266.88 605.75
669	Director/Manager IX	9	Annual Monthly Daily	101,305.63 10,130.56 544.65	105,930.53 10,593.05 569.52
675	Director/Manager X	10	Annual Monthly Daily	94,987.65 9,498.77 510.69	99,612.55 9,961.26 535.55

2026-2027 payrates include a continuing improvement of 4.5% above base payrates for 2025-2026.

Interim Management (Faculty) Schedule is based on a 10-month/year payroll frequency.
Interim Management Schedule provides for 186 days of service with no accrual of vacation.
For service beyond 186 days, faculty will be paid their per diem rate on Faculty Salary Schedule A.

After 10 years of full-time service with Los Rios, a longevity increment will be awarded which will be 4% of the appropriate range and step.
An Additional increment of 4% (8.16%) will be awarded after 15 years.
An Additional increment of 4% (12.486%) will be awarded after 20 years.
An Additional increment of 2% (14.736%) will be awarded after 25 years.
Longevity Increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Educational Incentive: An educational incentive payment will be provided to managers possessing an earned doctorate completed at an accredited institution or fully accredited in accordance with the American Bar Association or the California Bar Association. Accredited institution includes a postsecondary institution accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary and Vocational Education. The Educational incentive will be an annual amount of $4,624.90.

Effective: July 1, 2026
Board approved: August 12, 2026
Board revised: September 9, 2026

LOS RIOS COMMUNITY COLLEGE DISTRICT

BOARD OF TRUSTEES ANNUAL FALL RETREAT

SUBJECT: Approve employment contract terms and salaries (class and step) for College Presidents, Deputy Chancellor, Executive Vice Chancellor, Vice Chancellors, Chief Counsel, Chief Advancement Officer, Chief Strategy and Communications Officer, Associate Vice Chancellors, Chief of Police and direct the Chancellor to execute employment contracts or amendments those District Contract Officers consistent with the approved employment contract term, compensation, and orally reported fringe benefits	**DATE:** October 2-3, 2026
AGENDA ITEM 5.B **STRATEGIC PLAN GOAL(S): 5**	**TYPE OF BOARD CONSIDERATION:** Board Action

BACKGROUND

Annually at the Fall Board Retreat, the Board of Trustees receives information from the Chancellor on the District's Executive Managers' evaluations in closed session. In open session the Board considers employment contract terms, compensation (class and step) and directs the Chancellor to execute employment contracts or amendments.

RECOMMENDATION

It is recommended that the Board of Trustees in open session (1) approve the identified employment contract term(s) and salaries (class and step) for District Executive Managers as noted on the attached list; and (2) direct the Chancellor to execute employment contracts or amendments with District Executive Managers consistent with the approved employment contract term(s), salaries, and orally reported fringe benefits.

Los Rios District Officer Contract Recommendations: October 2026

a) Extend the contracts to June 30, 2029, for the District Officers listed:

Paula Allison, Chief Advancement Officer
Manveer Bola, Associate Vice Chancellor, Information Technology
Carrie Bray, Vice Chancellor, Human Resources
Edward Bush, President, Cosumnes River College
Daria Lisa Cardoza, President, American River College
Albert Garcia, President, Sacramento City College
Hironobu Frank Kobayashi, Associate Vice Chancellor, Instruction
Aisha Lowe, Associate Vice Chancellor, Planning, Research, and Institutional Effectiveness (PRIE)
Pablo Manzo, Associate Vice Chancellor, Facilities Management
Jamey Nye, Deputy Chancellor
Sonia Ortiz-Mercado, Associate Vice Chancellor, Educational Services
Artemio Pimentel, President, Folsom Lake College
Mario Rodriguez, Executive Vice Chancellor, Finance and Administration
Gabriel Ross, Chief Strategy and Communications Officer
Jamie Ruggles, Associate Vice Chancellor, Finance
Harvey Woo, Chief of Police

b) Extend the contracts to June 30, 2028, for the District Officers listed:

Alyssa Bivins, Chief Counsel

c) Grant annual step increases to those eligible on the Management Salary Schedule as listed:

Paula Allison, Chief Advancement Officer (from B/4 to B/5)
Alyssa Bivins, Chief Counsel (from B/2 to B/3)
Manveer Bola, Associate Vice Chancellor, Information Technology (from A/4 to A/5)
Carrie Bray, Vice Chancellor, Human Resources (from B/3 to B/4)
Daria Lisa Cardoza, President, American River College (from B/3 to B/4)
Hironobu Frank Kobayashi, Associate Vice Chancellor, Instruction (from A/2 to A/3)
Aisha Lowe, Associate Vice Chancellor, Planning, Research, and Institutional Effectiveness (PRIE) (from A/2 to A/3)
Sonia Ortiz-Mercado, Associate Vice Chancellor, Educational Services (from A/4 to A/5)
Artemio Pimentel, President, Folsom Lake College (from B/4 to B/5)
Gabriel Ross, Chief Strategy and Communications Officer (from B/4 to B/5)

LOS RIOS COMMUNITY COLLEGE DISTRICT

BOARD OF TRUSTEES ANNUAL FALL RETREAT

SUBJECT: Los Rios Strategic Plan Update	**DATE:** October 2-3, 2026
AGENDA ITEM 6.A **STRATEGIC PLAN GOAL(S):** 1,2,3,4,5	**TYPE OF BOARD CONSIDERATION:** Board Information

BACKGROUND

District staff and college leadership will present a Strategic Plan update providing an overview of the strategic plan process and timeline, a districtwide data spotlight overview, and college strategies being implemented to fulfil the strategic plan.

RECOMMENDATION

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