LOS RIOS COMMUNITY COLLEGE DISTRICT

BOARD MEETING AGENDA

Wednesday, October 14, 2026

5:30pm

Meeting Location:

Sacramento City College
Student Center
3835 Freeport Blvd.
Sacramento, CA 95822

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. CONSENT CONSIDERATIONS	
A member of the Board may request that an item be removed for further discussion and separate action.	
A. Board Meeting Minutes: September 9, 2026 *(page 3)*	Torence Powell
B. Curriculum: Los Rios Colleges *(page 12)*	Jamey Nye
C. Resolution No. 2026-20: Liability Coverage for District Volunteers *(page 25)*	Mario Rodriguez
D. Special Event Authorization *(page 27)*	Alyssa Bivins
E. Ratify: Grants and Contracts Awarded *(page 29)*	Torence Powell
F. Ratify: Affiliation and Other Agreements *(page 31)*	Mario Rodriguez
G. Disposition of Surplus Equipment *(page 32)*	Mario Rodriguez
H. Disposition of Surplus Equipment- Salvage Value Greater than $5,000 *(page 33)*	Mario Rodriguez
I. Purchase Orders, Warrants, Checks and Electronic Transfers *(page 34)*	Mario Rodriguez
J. Los Rios Community College District Equal Employment Opportunity Certification Form *(page 36)*	Mario Rodriguez
K. Human Resources Transactions *(page 84)*	Mario Rodriguez

4. ACTION	
A. Sacramento City College: Naming of the Student Center to the Mary Steward Student Center *(page 104)*	Albert Garcia
B. Folsom Lake College: Naming of Stage One at the Harris Center to the UC Davis Health Stage *(page 107)*	Art Pimentel
C. Revised Management Salary Schedules for CalPERS Compliance *(page 110)*	Mario Rodriguez
D. Contract Award: Districtwide Striping Project *(page 116)*	Mario Rodriguez

5. INFORMATION	
A. Sacramento City College Undergraduate Research Initiative *(page 117)*	Albert Garcia

6. BOARD MEMBER REPORTS

7. FUTURE AGENDA ITEMS

8. REPORTS and COMMENTS

- Student Association
- Classified Senate
- Academic Senate
- Other Recognized Constituencies
- Chancellor's Report

9. 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. Closed Session is not open to the public.

A. Conference with Legal Counsel – Existing Litigation (Gov. Code § 54956.9(d)(1)). One Case: Contreras v. Los Rios Community College District, et al. (25-CV-003604)

B. Public Employee Discipline/Dismissal/Release (Gov. Code § 54957(b)(1))

C. Conference with Labor Negotiators (Gov. Code § 54957.6). Agency designated representatives: Deputy Chancellor Jamey Nye and Executive Vice Chancellor Mario Rodriguez. Employee organization: LRCFT

10. OPEN SESSION: REPORT OF ANY ACTION TAKEN IN CLOSED SESSION, IF NECESSARY

11. ADJOURNMENT

LOS RIOS BOARD OF TRUSTEES

Deborah Ortiz President ▪ Area 6	**Tami Nelson** Vice President ▪ Area 7	**Dustin Johnson** ▪ Area 1	**Kelly Wilkerson** ▪ Area 4
		Robert Jones ▪ Area 2	**Colette Harris-Mathews** ▪ Area 5
		John Knight ▪ Area 3	**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: November 18, 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

PRESENTED TO BOARD OF TRUSTEES **DATE:** October 14, 2026

SUBJECT:	Board Meeting Minutes: September 9, 2026	ATTACHMENT: None	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
AGENDA ITEM:	Consent Item A	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Torence Powell, Chancellor	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	Torence Powell, Chancellor	ACTION	
		INFORMATION	

STATUS:
The minutes of the Board of Trustees meeting held on September 9, 2026 are attached for the Board's review and consideration.

RECOMMENDATION:
It is recommended that the Board of Trustees approve the minutes of the meeting held on September 9, 2026.

LOS RIOS COMMUNITY COLLEGE DISTRICT
Board Meeting Minutes
Wednesday, September 9, 2026

1. CALL TO ORDER

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

***Present**:*

Deborah Ortiz, President
Tami Nelson, Vice President
Colette Harris-Mathews
Dustin Johnson
Kelly Wilkerson
John Knight

Leonardo Torres Ruvalcaba, Student Trustee

Torence Powell, Chancellor

***Absent**:*

Robert Jones

2. ORAL COMMUNICATIONS

Eddie Unutoa addressed the Board of Trustees regarding a facility for American River College to consider utilizing as a satellite location.

Fabian Meneses, FLC Counseling Faculty addressed the Board of Trustees regarding counseling remote work.

3. CONSENT CONSIDERATIONS

A motion was made by Trustee Johnson, seconded by Trustee Wilkerson, that the Board of Trustees approve Consent Consideration items A through M.

Roll Call Vote:
Aye: Harris-Mathews, Johnson, Knight, Nelson, Ortiz, Wilkerson
No: None

Absent: Jones
Student Trustee: Aye
Motion carried; 6:0

A. *Board Meeting Minutes: August 12, 2026*

That the Board of Trustees approve the minutes of the board meeting held on August 12, 2026.

B. *Curriculum Proposals: American River and Folsom Lake Colleges*

That the Board of Trustees approve the curriculum proposals for American River and Folsom Lake Colleges.

C. *Child Development Centers Program Self-Evaluation*

That the Board of Trustees approve the program self-evaluations for CCTR-8183 and CSPP-8400 contracts for the fiscal year 2025-26.

D. *2026-27 Education Protection Account Expenditure Plan*

That the Board of Trustees adopt for the 2026-27 fiscal year the plan to designate compensation costs for classroom instruction as funded by EPA. Upon approval, the District will update its website to reflect the Board's action.

E. *District Annual Investment Report*

That the Board of Trustees accept the District's Annual Investment Report for fiscal year 2025-26.

F. *Special Event Authorization*

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

Date of Event	College	Location	Name of Event	Alcohol
10/3/2026	FLC	Harris Center	Pops Chorale Gala	Beer and wine
10/3/2026	FLC	Harris Center	Pops Chorale Concert & Reception	Beer and wine
10/9/2026	FLC	Harris Center	STP: Rock With You	Beer and wine
10/10/2026	FLC	Harris Center	FLS: Fantastique	Beer and wine
10/16/2026	FLC	Harris Center	Starbright: Papas & Mamas	Beer and wine
10/18/2026	FLC	Harris Center	HCA: Shanghai Ballet	Beer and wine

10/27/2026	FLC	Harris Center	HCA: Lyle Lovett	Beer and wine

G. *Ratify: Grants and Contracts Awarded*

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

Title, Description, Term, Project Administrator	College/Unit	Amount	Source
ARC Outreach Specialist Support for Highlands Community Charter and Technical Schools • Funding will be used to provide outreach specialist support services for career and enrollment opportunities to Highlands Community Charter and Technical School student participants. • Date: 2/1/2026 – 12/31/2026 • Responsible Administrator: David Miramontes Quinones, Vice President, Student Services	ARC	$139,370.99	Highlands Community Charter and Technical Schools (HCCTS)
Puente Project • Funding will be used to provide academic instruction, counselling and mentoring to Puente students to support their academic success and transfer to a four-year institution. • Date: 7/1/2026 – 06/30/2029 • Responsible Administrator: Marwa Harps, Dean, Student Engagement and Completion	ARC	$50,000	The Regents of the University of California
Quality Rating and Improvement System (QRIS) Block Grant • Funding is being used to raise and preserve high-quality early childhood education programs and services through activities including maintaining low ratios, supporting quality teacher/child interactions, and providing release time, substitutes, pre-service days or professional development reimbursement. • Date: 7/1/2026 – 06/30/2027 • Responsible Administrator: Narinedat Madramootoo, Dean, Health and Education	ARC	$15,270	Sacramento County Office of Education
Quality Rating and Improvement System (QRIS) Block Grant • Funding is being used to raise and preserve high-quality early childhood education programs and services through activities including maintaining low ratios, supporting quality teacher/child interactions, and providing release time, substitutes, pre-service days or professional development reimbursement. • Date: 7/1/2026 – 06/30/2027 • Responsible Administrator: Theresa Tena, Vice President, Administrative Services	CRC	$10,180	Sacramento County Office of Education

H. *Disposition of Surplus Equipment*

That the Board of Trustees approve the disposal of the items listed in the September board agenda packet.

I. *Disposition of Surplus Equipment – Salvage Value Greater than $5,000*

That the Board of Trustees approve the disposal of the outdated tablet chairs and furniture items in Davies Hall per Education Code section 81450-81452.

J. Purchase Orders, Warrants, Checks and Electronic Transfers

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

PURCHASE ORDERS		
General Fund	0001148313– 0001149147 B270228-B270599	$ 19,597,349.99
Capital Outlay Fund	0003021084-0003021230	
Child Development Fund	0006001343-0006001352 B691011-B691015	
Self-Insurance Fund	0009000601-0009000607	
WARRANTS		
General Fund	900049-901148	$ 21,179,416.83
General Fund-ARC Instructional Related	014828-014842	
General Fund–CRC Instructional Related	025319-025336	
General Fund–FLC Instructional Related	032673-032688	
General Fund–SCC Instructional Related	050536-050557	
Capital Outlay Fund	839765-839858	
Student Financial Aid Fund	902226-902234	
Child Development Fund	955760-955771	
Self-Insurance Fund	976961-976971	
ODSFD	-	
Payroll Warrants	630044- 631742	$ 15,931,666.02
Payroll Vendor Warrants	75347-75461	
June Leave Process	630529-631720	
CHECKS		
Financial Aid Disbursements (PeopleSoft)	-	$ 1,608,038.49
Clearing Checks	-	$ -
Parking Checks	-	$ -
Student Clubs Agency Fund – ARC	8156-8168	$ 103,591.09
Student Clubs Agency Fund – CRC	7358-7369	
Student Clubs Agency Fund – FLC	3869-3905	
Student Clubs Agency Fund – SCC	6177-6195	
Foundation – ARC	8582-8694	$ 706,674.96
Foundation – CRC	3799-3883	
Foundation – FLC	3127-3181	
Foundation – SCC	8594-8975	
Foundation – DO	2968-3021	
Associated Students Trust Fund – ARC	1245-1246	$ 976.76
Associated Students Trust Fund – CRC	1153-1153	
Associated Students Trust Fund – FLC	0786-0786	
Associated Students Trust Fund – SCC	-	
Regional Performing Arts Center Fund	-	$ -
ELECTRONIC TRANSFERS		
GENFD Financial Aid	-	$ 32,174.52
Board of Equalization	-	$ -
PARS Wire	-	$ 28,680.17
Retiree Health Trust	-	$ -
Envoy	-	$ 25,000.00

Grants Overpayment	-	$ -
Payroll Direct Deposit Advices	1433978-1443727	$ 29,631,733.99
Other Payroll Transactions	-	$ -
Keenan Wire	-	$ 74,249.04
PITCO Wire	-	$ -
SB85 Debt Relief	-	$ -
Self-Insurance Fund	-	$ 68,457.25
PO Wire	-	$ 31,840.00
International Wire	-	$ -
Fidelity Wire	-	$ 197,636.36
RT Payment	-	$ -
Scholarships	-	$ 2,850.00

K. LRCEA Salary Schedules Revision

That the Board of Trustees approve the revised 2025-26 and 2026-27 LRCEA Classified Salary Schedules to implement the modified salary for the Facilities Planning Specialist classification.

L. Interim Management Salary Schedule Revision

That the Board of Trustees approve the revised Interim 2026-27 Interim Management (Faculty to Manager) Salary Schedule with the changes reflected in the September board agenda packet.

M. Human Resources Transactions

That the Board of Trustees approve the Human Resources transactions listed in the September board agenda packet.

4. ACTION

A. Resolution 2026-19: Authorization of Sale, Minimum Terms, and Bid Process Related to Sale of Surplus Property at 1410 Ethan Way in Sacramento

A motion was made by Trustee Wilkerson, seconded by Trustee Johnson, that the Board of Trustees adopt and approve the Resolution Number 2026-19 authorizing the sale of the Ethan Way property and direct the Chancellor, or designee, to conduct a competitive bid process for the sale of the Ethan Way property.

Roll Call Vote:
Aye: Harris-Mathews, Johnson, Knight, Nelson, Ortiz, Wilkerson
No: None
Absent: Jones
Student Trustee: Aye
Motion carried; 6:0

B. Public Hearing: Adoption of 2026-27 Proposed Budgets

President Ortiz opened a public hearing. Pearl Koven addressed the board of trustees with a question regarding the proposed budgets. Executive Vice Chancellor Rodriguez responded.

A motion was made by Trustee Harris Mathews, seconded by Trustee Nelson, that the Board of Trustees adopt 2026-27 proposed budgets for the General Fund (Z budget), Instructionally-Related, Special Revenue, and Capital Projects, Debt Service, Enterprise, Internal Service, Fiduciary, Trust and Auxiliary Funds of the District for filing with the appropriate County/State agencies.

Roll Call Vote:
Aye: Harris-Mathews, Johnson, Knight, Nelson, Ortiz, Wilkerson
No: None
Absent: Jones
Student Trustee: Aye
Motion carried; 6:0

5. BOARD MEMBER REPORTS

Trustee Harris Mathews acknowledged CRC faculty member Marybeth Beuchner's recent passing, and shared that a scholarship has been established in her honor. She also reported on several events she participated in this month, including:

- New faculty orientation and reception
- All district and college convocations
- First day of the semester on campus at Sacramento City College
- AACC advocacy update
- Sac State President's Fall Address
- New SCOE Superintendent Jackie White's Swearing In
- Sacramento Labor Council Labor Day picnic with LRCFT
- AGB Training

Trustee Johnson reported on the events he participated in, including:

- American River College's convocation
- New faculty reception
- Academic senate retreat

Trustee Ortiz reported that she participated in the district office and Sacramento City College, as well as the Labor Day picnic with LRCFT.

Trustee Ruvalcaba reported out from the California Community Colleges Student Trustee Workshop.

6. FUTURE AGENDA ITEMS

President Ortiz requested more frequent updates from staff and the District's lobbyists on legislative bills the Board should be aware.

7. REPORTS AND COMMENTS

The following constituency representatives presented reports to the Board:

Tina Khuc, Student Advisory Committee
Lori Petite, District Academic Senate President
Jason Newman, LRCFT
Joselyn Guzman, Classified Senate President

Chancellor's Report

Chancellor Powell provided an overview of his activities over the past month, including the district and college convocations, internal constituent meet and greet opportunities, The Harris Center 15th anniversary event, the academic senate retreat, and other key partnership meetings and events.

8. CLOSED SESSION

The following board members went into closed session at 7:00pm: Ms. Harris-Matthews, Mr. Johnson, Mr. Knight, Ms. Nelson, Ms. Ortiz, and Ms. Wilkerson.

A. Conference with Labor Negotiators (Government Code section 54957.6). Agency designated representatives: Deputy Chancellor Jamey Nye and Executive Chancellor Mario Rodriguez. Employee organization: LRCFT

B. Conference with Legal Counsel – Existing Litigation (Government Code section 54956.9(d)(1)). Three Cases: PERB Case Nos. SA-CE-3220-E, SA-CE-3215-E, & SA-DEP-294-E

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

No reportable action was taken in closed session.

10. ADJOURNMENT

Trustee Ortiz adjourned the meeting at 7:46pm.

TORENCE POWELL
Chancellor and Secretary to the Board of Trustees

Draft minutes presented to the Board of Trustees: October 14, 2026

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES **DATE:** October 14, 2026

SUBJECT:	Curriculum Proposals: Los Rios Colleges	ATTACHMENT: None	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 1, 3	
AGENDA ITEM:	Consent Item B	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Jamey Nye, Deputy Chancellor	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	Torence Powell, Chancellor	ACTION	
		INFORMATION	

STATUS:
The District Curriculum Coordinating Committee reviews college proposals for new, modified, or deleted courses and programs; general education guidelines, graduation competencies, grading policies, course placement into disciplines, and discusses and acts on other curriculum related issues. The attached curriculum was approved by committee consensus on September 25, 2026.

The District Curriculum Coordinating Committee membership includes the following representatives: American River College: Faculty - Aaron Bradford (Chair), Andrew Halseth, Megen Bevens; Admin - Doug Herndon/Angela Milano; Cosumnes River College: Faculty – Karl Zoller (Chair), Jorge Baca, Todd Drybread; Admin - Robert Montanez/Michael Lawlor; Folsom Lake College: Faculty - Andi Hicks (Chair), Suha Al Juboori; Admin – Greg McCormack/Carlos Lopez; Sacramento City College: Faculty - Renee Medina (DCCC Chair), Duane Leonard; Admin - Devoun Stewart/Angie Lambert; Articulation: Shannon Gilley; District Academic Senate: Lori Petite; DO Admin: Jamey Nye/Frank Kobayashi.

RECOMMENDATION:
It is recommended that the Board of Trustees approve the curriculum proposals for American River and Folsom Lake Colleges.

Los Rios Community College District

Recommendation for Adoption by the Board of Trustees

October 14, 2026

COURSE PROPOSALS

New to College Courses

Folsom Lake College

1. **MATHS 10 Guided Individualized Support for Mathematics (0.25 - 2 units)**

   Prerequisite: None.

   Corequisite: The student must be enrolled in a course with math content. This course may be from, but not limited to, the following designators: MATH, STAT, CHEM, PHYS, ASTR, BUS, ECON, BIOL, CISP.

   13.5 - 108 hours laboratory

   This course is open to all students currently enrolled in any course that uses or teaches mathematical concepts. The course enables students to build and review math topics that are necessary for success in any level of MATH, STAT, or other course. Learning objectives and the course topics will be designed based on the needs of each individual student with the guidance and support from the instructor and student tutors. Credit is earned in one-quarter unit increments and is dependent on progress in the course and class participation. This course cannot replace any existing mathematics course, and is not used to satisfy any prerequisite. This class is open entry and is graded on a Pass/No Pass basis. This course may be taken up to three times but the total of all the attempts cannot exceed 2.0 units.

   Justification: This course is designed to support students in courses with math content. Students will use software that personalized topics needed to pass the MATH course the student is enrolled in. We anticipate that students may use up their available hours so having MATHS 10 and 11 is necessary to guarantee them continued support

New to District Courses

American River College

1. **RUSS 430 Russian for Healthcare I (3 units)**

   Prerequisite: RUSS 411 with a grade of "C" or better, or placement through the assessment process.

   54 hours lecture

This intermediate-level course develops Russian language proficiency specifically for healthcare settings. Students practice conversational, reading, and written skills through medical dialogues and presentations to effectively communicate with patients and healthcare professionals. Emphasis is placed on acquiring specialized vocabulary and expanding foundational grammar structures, while integrating the cultural and behavioral nuances essential for serving the Slavic community.

Justification: RUSS 430 is a 3-unit course developed in response to a recent program review recommendation. It expands specialized language pathways at the college to support student readiness for various healthcare-related programs.

Course Removals

American River College

1. **CSERV 2040 Medical Spanish: Part 1 (0 units)**

   Prerequisite: None.

   32 hours TBA

   This course is designed to help community members and people who are interested in helping the sick by providing the following: Medical Spanish Terminology and phrases for non-native speakers of Spanish wishing to enhance their ability to communicate with their Spanish-speaking patients, as well as for native speakers of Spanish wishing to broaden their use of medical terminology in order to be able to communicate more effectively with their family members in a variety of health settings. Emphasizes oral communication in a variety of medical settings by focusing on basic language exchange between doctor/nurse and patient. No prior knowledge of Spanish required. *Provider Approved by the Board of Registered Nursing for 32 Contact Hours per 8-week course. Provider #CEP15540.

   Justification: This course hasn't been offered in over ten years.

2. **CSERV 2041 Medical Spanish: Part 2 (0 units)**

   Prerequisite: None.

   32 hours TBA

   This course is designed to help community members and people who are interested in helping the sick by providing the following: Medical Spanish Terminology and phrases for non-native speakers of Spanish wishing to enhance their ability to communicate with their Spanish-speaking patients, as well as for native speakers of Spanish wishing to broaden their use of medical terminology in order to be able to communicate more effectively with their family members in a variety of health settings. Emphasizes oral communication in a variety of medical settings by focusing on vocabulary and phrases used by specialists and their patients. Basic prior knowledge of Spanish recommended. *Provider Approved by the Board of Registered Nursing for 32 Contact Hours per 8-week course. Provider #CEP15540.

   Justification: This course hasn't been offered in over ten years.

3. **CSERV 2042 Medical Spanish: Part 3 (0 units)**

   Prerequisite: None.

   32 hours TBA

   This course is designed to help community members and people who are interested in helping the sick by providing the following: Medical Spanish Terminology and phrases for non-native speakers of Spanish wishing to enhance their ability to communicate with their Spanish-speaking patients, as well as for native speakers of Spanish wishing to broaden their use of medical terminology in order to be able to communicate more effectively with their family members in a variety of health settings. Emphasizes oral communication in a variety of medical settings by focusing on vocabulary and phrases used at medical centers and hospitals. Some prior knowledge of Spanish, along with the ability to converse in both the present and the past, recommended. *Provider Approved by the Board of Registered Nursing for 32 Contact Hours per 8-week course. Provider #CEP15540.

   Justification: This course hasn't been offered in over ten years.

4. **CSERV 2043 Medical Spanish: Part 4 (0 units)**

   Prerequisite: None.

   32 hours TBA

   This course is designed to help community members and people who are interested in helping the sick by providing the following: Medical Spanish Terminology and phrases for non-native speakers of Spanish wishing to enhance their ability to communicate with their Spanish-speaking patients, as well as for native speakers of Spanish wishing to broaden their use of medical terminology in order to be able to communicate more effectively with their family members in a variety of health settings. Emphasizes oral communication in a variety of medical settings by focusing on different health problems current to society. Some prior knowledge of Spanish with the ability to converse in the present, past and future recommended. *Provider Approved by the Board of Registered Nursing for 32 Contact Hours per 8-week course. Provider #CEP15540.

   Justification: This course hasn't been offered in over ten years.

5. **CSERV 2080 BAR A-6 Alternative - Electrical and Electronic Systems Training (0 units)**

   Prerequisite: None.

   27 hours TBA

   This course is an intensive Bureau of Automotive Repair-approved review of automotive electrical/electronic systems. It partially satisfies the ASE certification requirement when applying for a Smog Check technician license.

   Justification: This course hasn't been offered in over ten years and is covered in automotive technology courses.

6. **CSERV 2081 BAR A-8 Alternative - Engine Performance Systems (0 units)**

   Prerequisite: None.

   27 hours TBA

   This course is an intensive Bureau of Automotive Repair-approved review of automotive engine performance systems. It partially satisfies ASE certification requirement when applying for a Smog Check technician license.

   Justification: This course hasn't been offered in over ten years and is covered in automotive technology courses.

7. **CSERV 2082 BAR Approved L-1 Alternative (0 units)**

   Prerequisite: None.

   36 hours TBA

   This course is preparation for the Bureau of Automotive Repair (BAR) – approved Advanced Engine Performance Exam. Topics covered include Power Train Diagnosis, Computer Control Diagnostics, Ignition System Diagnostics, Fuel and Air Induction Diagnostics, Emission Control Diagnostics, and I/M Failure Diagnosis. The BAR L-1 Alternative test is administered at the end of the class.

   Justification: This course hasn't been offered in over ten years and is covered in automotive technology courses.

8. **CSERV 2083 Bureau of Automotive Repair Emissions Update (0 units)**

   Prerequisite: None.

   16 hours TBA

   This course is required for all licensed smog technicians who need to meet California emissions control smog license renewal standards.

   Justification: This course hasn't been offered in over ten years and is covered in automotive technology courses.

9. **DCDT 180 Industrial Fabrication I (4 units)**

   Prerequisite: None.

   54 hours lecture, 54 hours laboratory

   This course covers the various processes of welding in transportation and industrial repairs using metal inert gas (MIG) and tungsten inert gas (TIG). Topics include proper safety procedures

pertaining to the fabrication of metallic and nonmetallic materials, metallic and nonmetallic fabrication techniques, and various metals and plastics used in fabrication.

Justification: This course has never been able to be offered due to impacts of Covid closures.

10. **DCDT 181 Industrial Fabrication II (4 units)**

Prerequisite: None.

54 hours lecture, 54 hours laboratory

This course covers fabrication which involves cutting, altering, and shaping steel or other materials through the use of different tools, techniques, and processes. Topics include hot-gas and airless fabrication techniques, vehicle frames in relation to fabrication, tack welding, and filler material.

Justification: This course has never been able to be offered due to impacts of Covid closures.

11. **DCDT 191 Speed and Skill Development (3 units)**

Prerequisite: None.

36 hours lecture, 54 hours laboratory

This course covers diesel component diagnosis and repair, including electrical, hydraulics, engine, fabrication, and other areas in preparation for competing in the state fair. This course may be taken up to four times for credit.

Justification: This course has never been able to be offered due to impacts of Covid closures.

12. **DCDT 200 Light Duty Diesel/Green Diesel Technology (4 units)**

Prerequisite: None.

54 hours lecture, 54 hours laboratory

This course introduces the diagnosis and repair of light duty diesel vehicles and covers the theory and operation of light duty diesel engines and their fuel delivery systems. Topics include diesel engine characteristics, early mechanical fuel delivery systems, early cylinder head design, and early engine construction. It also covers how to prepare these engines for conversion to green technology, such as low sulfur fuel, biodiesel, and alternative fuels. This course along with DCDT 201 is applicable for the field technician seeking training for Automotive Service Excellence (ASE) A9 certification and preparation for green technologies.

Justification: This course was never able to offered to the impacts of the Covid closures.

13. **DCDT 201 Advanced Light Duty Diesel/Green Diesel Technology (4 units)**

Prerequisite: None.

54 hours lecture, 54 hours laboratory

This course focuses on late model turbocharged light duty diesel vehicles operating on low sulfur, biodiesel, or alternative fuels. Topics include computer controlled injection, emission control systems, sensors, actuators, computer modules, exhaust gas recirculation (EGR) systems, particulate traps, selective catalytic reduction (SCR) systems, and lean oxides of nitrogen (NOx) traps. It covers diagnosis and repair of these systems using computer diagnostic equipment to meet state emission compliance. This course along with DCDT 200 is applicable for the field technician seeking training for Automotive Service Excellence (ASE) A9 certification and preparation for green technologies.

Justification: This course has never been able to be offered due to impacts of Covid closures.

14. **DCDT 280 Professionalism in the Industry (3 units)**

Prerequisite: None.

45 hours lecture, 27 hours laboratory

This course introduces students to the professionalism and soft skills in the heavy duty clean diesel workplace. It provides an in-depth review of skills needed, ranging from applying for jobs, interviewing by panel, professional behavior, proper diesel technology phrases used in the workplace, how to communicate professionally with clients and other employees, and many other topics for the professional diesel technician work etiquette.

Justification: This course has never been able to be offered due to impacts of Covid closures.

15. **DCDT 281 Diesel Shop Operations (4 units)**

Prerequisite: None.

72 hours lecture

This course introduces operations of dealerships, independent shops, and fleet shops. It emphasizes the various influences that affect the technician's position with the various operations. Topics include service, sales, parts, and financial operations. Customer Satisfaction Index (CSI) is also discussed. Field trips to local shops may be required.

Justification: This course has never been able to be offered due to impacts of Covid closures.

16. **DCDT 1000 ASE Diesel Engines (T2) (0.25 units)**

Prerequisite: None.

4.5 hours lecture

This course prepares the Medium/Heavy Duty Truck Technician for taking the Automotive Service Excellence (ASE) Exam for the Diesel Engines T2 certification test.

Justification: This course has never been able to be offered due to impacts of Covid closures.

17. **DCDT 1001 ASE Drive Train (T3) (0.25 units)**

    Prerequisite: None.

    4.5 hours lecture

    This course prepares the Medium/Heavy Duty Truck Technician for taking the Automotive Service Excellence (ASE) Exam for the Drive Train T3 certification test.

    Justification: This course has never been able to be offered due to impacts of Covid closures.

18. **DCDT 1002 ASE Brakes (T4) (0.25 units)**

    Prerequisite: None.

    4.5 hours lecture

    This course prepares the Medium/Heavy Duty Truck Technician for taking the Automotive Service Excellence (ASE) Exam for the Brakes T4 certification test.

    Justification: This course has never been able to be offered due to impacts of Covid closures.

19. **DCDT 1003 ASE Suspension & Steering (T5) (0.25 units)**

    Prerequisite: None.

    4.5 hours lecture

    This course prepares the Medium/Heavy Duty Truck Technician for taking the Automotive Service Excellence (ASE) Exam for the Suspension and Steering T5 certification test.

    Justification: This course has never been able to be offered due to impacts of Covid closures.

20. **DCDT 1004 ASE Electrical/Electronic Systems (T6) (0.25 units)**

    Prerequisite: None.

    4.5 hours lecture

    This course prepares the Medium/Heavy Duty Truck Technician for taking the Automotive Service Excellence (ASE) Exam for the Electrical/Electronic Systems T6 certification test.

    Justification: This course has never been able to be offered due to impacts of Covid closures.

21. **DCDT 1005 ASE Industrial Refrigeration Systems (T7) (0.25 units)**

    Prerequisite: None.

    4.5 hours lecture

This course prepares the Medium/Heavy Duty Truck Technician for taking the Automotive Service Excellence (ASE) Exam for the Industrial Refrigeration Systems T7 certification test.

Justification: This course has never been able to be offered due to impacts of Covid closures.

22. **DCDT 1006 ASE Preventive Maintenance Inspection (T8) (0.25 units)**

Prerequisite: None.

4.5 hours lecture

This course prepares the Medium/Heavy Duty Truck Technician for taking the Automotive Service Excellence (ASE) Exam for the Preventive Maintenance T8 certification test.

Justification: This course has never been able to be offered due to impacts of Covid closures.

23. **DCDT 1007 ASE Light Vehicle Diesel Engines (A9) (0.25 units)**

Prerequisite: None.

4.5 hours lecture

This course prepares the Medium/Heavy Duty Truck Technician for taking the Automotive Service Excellence (ASE) Exam for the Light Vehicle Diesel Engine A9 certification test.

Justification: This course has never been able to be offered due to impacts of Covid closures.

24. **HM 290 Competitive Culinary Training (2 - 4 units)**

Prerequisite: HM 315 with a grade of "C" or better

18 hours lecture, 54 - 162 hours laboratory

This course is a cooperative effort between the college, The American Culinary Federation and The Capital Chefs' Association. This course offers the skills necessary to compete in regional and national culinary competitions, using the American Culinary Federation format. 54 hours per unit of TBA practices include knife skills and hot food preparation. Field trips to local restaurants are required to work with local chefs. This course may be taken up to 4 times for credit.

Justification: This course no longer meets the needs of students.

25. **MATH 340 Calculus for Business and Economics (3 units)**

Prerequisite: Through the Los Rios Placement Process or successful completion of Algebra II/Integrated Math 3 or Intermediate Algebra.

54 hours lecture

This course introduces how differential calculus and integral calculus are used in the fields of business, economics, social science, and biological science. Topics include finding limits,

applying various rules to find derivatives of polynomial, rational, exponential, and logarithmic functions, as well as using derivatives to analyze marginal cost, revenue, and profit. It is not recommended for mathematics and physical science majors.

Justification: This course has been replaced by MATH 341.

26. **PSYC 372 Child Development (3 units)**

Prerequisite: None.

Advisory: Eligibility for ENGL C1000/C1000H (formerly ENGWR 300/480) or ESLW 340

54 hours lecture

This course examines the progression of development in the physical, cognitive, linguistic, social, and emotional domains and identifies developmental milestones for children from conception through adolescence with attention to both typical as well as atypical development in each domain. The influences of culture, family, and the interaction of biological processes and environmental factors are studied. The course covers research methods and data collection approaches. Students will observe children, evaluate individual differences, and analyze characteristics of development at various stages according to developmental theories and research. The material in this course is designed as a foundation for early child care and education, teaching, and parenting. This course is not open to students who have completed ECE 312.

Justification: This course was cross-listed with ECE 312, which has been converted to a Common Course Numbering template, CDEV C1000.

Folsom Lake College

1. **IMAGE 330 Computed Tomography Lab I (0.5 units)**

Prerequisite: None.

Enrollment Limitation: * Acceptance into the CT program.

27 hours laboratory

The ARRT Computed Tomography Technologist (CT) simulation training is a technique for practicing and learning all aspects of performing ARRT CT procedures. Students will use a variety of methods and simulations to become proficient enough to enter the live CT environment.

Justification: This course is a simulation and safety course. Its content was folded into Image 331. As such, this course can now be removed.

2. **IMAGE 350 Magnetic Resonance Imaging Lab I (0.5 units)**

Prerequisite: None.

Enrollment Limitation: Acceptance into the Magnetic Resonance Imaging program.

27 hours laboratory

The ARRT Magnetic Resonance Technologist simulation training is a technique for practicing and learning all aspects of performing ARRT Magnetic Resonance Imaging procedures. Students will use actual MRI equipment in order to become proficient enough to enter the live MRI environment.

Justification: This course is a simulation and safety course. Its content was folded into IMAGE 351. As such, this course can now be removed.

Sacramento City College

1. **PSYC 355 Love and Intimacy (2 units)**

   Prerequisite: None.

   36 hours lecture

   This course is an investigation of the human desire for affiliation and affection. Emphasis will be placed on types of love, levels of bonding, differences between love and relationship addiction, and ways in which individuals frustrate their desire for intimacy and/or exit from potentially intimate encounters in life.

   Justification: This 2-unit course has not been offered in seven years. The course does not meet GE requirements and is not included in our degree.

2. **PSYC 392 Loss and Grief (2 units)**

   Prerequisite: None.

   36 hours lecture

   This course will explore the causes of grief reactions and the dynamics of bereavement. Expressions of normal grief will be compared with pathological reactions, and suggested interventions for resolving grief reactions will be addressed. Techniques for the resolution of loss and coping strategies will be presented.

   Justification: This 2-unit course has not been offered in seven years. The course is not included in the Psychology degree.

PROGRAM PROPOSALS

New Programs

Folsom Lake College

1. **Chemistry AS-T**

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

   Justification: This proposal is to create a new ADT, which includes Cal-GETC and the provision of completing up to 6 additional units (66 total) at the lower-division level.

Program Removals

American River College

1. **CIS: Microcomputer Applications**

   This degree focuses on the use of the microcomputer and current, commonly used software to solve problems in a business environment. Course work includes microcomputer applications in database management, desktop publishing, electronic spreadsheets, presentation graphics, operating systems, word processing, and at least one programming language.

   Justification: The Computer Information Systems (CIS) department proposes retiring this outdated degree program. We will be updating the certificate with a new name and courses that align with current technological trends and market demands.

2. **Clean Diesel Industrial**

   This certificate prepares students for entry-level positions in the diesel technology industry. Topics include fabrication in the diesel technology industry.

   Justification: This program was built around courses that were never offered due to Covid closures.

3. **Light Duty Diesel Truck**

   This certificate prepares students for entry-level positions in the diesel technology industry. Topics include theory and operation of light duty diesel engines, computer controlled injection, and emission control systems.

   Justification: This program was built around courses that were never offered due to Covid closures.

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES **DATE:** October 14, 2026

SUBJECT:	Resolution No. 2026-20: Liability Coverage for District Volunteers	ATTACHMENT: Yes	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
AGENDA ITEM:	Consent Item C	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Mario Rodriguez, Executive Vice Chancellor, Finance and Administration	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	Torence Powell, Chancellor	ACTION	
		INFORMATION	

BACKGROUND:
Presently, there are approximately 618 volunteers, including student volunteers, who donate their time in various capacities throughout the District. In order for the volunteers to be covered under the Statewide Association of Community Colleges (SWACC) Memorandum of Coverage for "liability", it is recommended that the Governing Board approve a resolution stating that the District recognizes volunteers and that an approved list of volunteer services will be updated and maintained.

STATUS:
A recent survey of volunteer activity in the District reveals the following volunteer services are being performed.

Volunteer Groupings	Number of Volunteers
Tutors	28
Student and event helpers, etc.	75
Athletics/PE (coaches, trainers, etc.)	149
Drivers (Field Trips)	4
Others (Harris Center, Veteran's Center, etc.)	362
Total	**618**

RECOMMENDATION:
It is recommended that the Board of Trustees approve Resolution No. 2026-20 regarding liability coverage for volunteers.

LOS RIOS COMMUNITY COLLEGE DISTRICT

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

R E S O L U T I O N

№ 2026-20

Liability Coverage for District Volunteers

WHEREAS, the Los Rios Community College District recognizes the need for and benefit derived from individuals and groups providing volunteer services to the District; and

WHEREAS, the Los Rios Community College District desires to provide liability coverage for the individuals in their capacity as volunteers to the District while they are performing services for the District in accordance with District policies and regulations: Now, therefore,

BE IT RESOLVED that, for the purposes of extending this coverage to official volunteers of the District, all individuals who directly volunteer to provide services to the District, and whose volunteer services are accepted in accordance with District policies and regulations shall be covered by the District's general liability insurance program. The type of volunteer service shall be on file at the appropriate District or local site office prior to commencing volunteer services.

PASSED AND ADOPTED as Los Rios Community College District Resolution No. 2026-20 this fourteenth day of October 2026, by the following called vote:

AYES	NOES	ABSENT

Deborah Ortiz, Board President

Attest:

Torence Powell
Chancellor and Secretary to the Board

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES **DATE:** October 14, 2026

SUBJECT:	Special Event Authorization	ATTACHMENT: None	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S):	
AGENDA ITEM:	Consent Item D	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	*Alyssa Bivins* Alyssa Bivins, Chief Counsel	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	Torence Powell, Chancellor	ACTION	
		INFORMATION	

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

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

Date of Event	College	Location	Name of Event	Alcohol
11/4/2026	FLC	Harris Center	ELF: The Musical	Beer and wine
11/5/2026	FLC	Harris Center	ELF: The Musical	Beer and wine
11/6/2026	FLC	Harris Center	ELF: The Musical	Beer and wine
11/7/2026	FLC	Harris Center	ELF: The Musical	Beer and wine
11/8/2026	FLC	Harris Center	ELF: The Musical	Beer and wine
11/12/2026	FLC	Harris Center	The WIZ: Art of Wine	Beer and wine
11/12/2026	FLC	Harris Center	The WIZ	Beer and wine
11/13/2026	FLC	Harris Center	The WIZ: Art of Wine	Beer and wine
11/13/2026	FLC	Harris Center	The WIZ	Beer and wine
11/14/2026	FLC	Harris Center	The WIZ	Beer and wine
11/15/2026	FLC	Harris Center	The WIZ	Beer and wine
11/20/2026	FLC	Harris Center	Big Bad Voodoo Daddy	Beer and wine

11/22/2026	FLC	Harris Center	FCA: The Dreamboats	Beer and wine
11/28/2026	FLC	Harris Center	One of These Nights	Beer and wine
11/29/2026	FLC	Harris Center	Visionary Dinner	Beer and wine
11/29/2026	FLC	Harris Center	Tower of Power	Beer and wine

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

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES **DATE:** October 14, 2026

SUBJECT:	Ratify: Grants and Contracts Awarded	ATTACHMENT: None	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 2,3,4	
AGENDA ITEM:	Consent Item E	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Torence Powell, Chancellor	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	Torence Powell, Chancellor	ACTION	
		INFORMATION	

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

Title, Description, Term, Project Administrator	College/Unit	Amount	Source
Child Development Training Consortium (CDTC) • Funding supports the implementation of the CDTC program and the activities of the CDTC Administrator, who provides career and education guidance to child development students. • Date: 8/31/2026 – 06/18/2027 • Responsible Administrator: Emilie Mitchell, Dean, Social and Behavioral Sciences	CRC	$29,900	Yosemite Community College District
Employer Engagement • Funding supports Employer Engagement Liaisons and activities that increase work-based learning, job placement, employer engagement and responsiveness to employer training needs. The Liaisons will work collaboratively with employers, college staff, and stakeholders to identify training needs and address workforce and training gaps. • Date: 7/1/2026 – 06/30/2027 • Responsible Administrator: Frank Kobayashi, Associate Vice Chancellor, Instruction	WED	$558,632	California Community College Chancellor's Office
Fostering Futures with AI • Funding will be used to develop and implement an innovative virtual learning initiative designed to prepare current and former foster youth for college success, career advancement, and an increasingly AI-powered future. • Date: 10/01/2026 – 9/30/2027 • Responsible Administrator: Lorena Navarro, Dean, Instruction, Math, Science and Engineering	FLC	$50,000	Intel Corporation

Peace Officer Standard and Training Supervisory Course • Funding will be used to provide an 80-hour supervisory course specifically designed for first-level supervisors in the public safety sector. • Date: 7/14/2026 – 06/30/2027 • Responsible Administrator: Derrick Booth, Associate Vice President, Instruction and Workforce Development	ARC	$159,030.20	State of California – Department of General Service

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

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES **DATE:** October 14, 2026

SUBJECT:	Ratify: Affiliation and Other Agreements	ATTACHMENT: None	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 4	
AGENDA ITEM:	Consent Item F	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Mario Rodriguez, Executive Vice Chancellor, Finance and Administration	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	Torence Powell, Chancellor	ACTION	
		INFORMATION	

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

STATUS:
Pursuant to Board Policy 8315, the agreements listed below are hereby presented for approval/ratification.

ALLIED HEALTH AGREEMENTS FOR CLINICAL PLACEMENTS/ INTERNSHIP AGREEMENTS

Listed below are Allied Health Agreements for clinical placements and Internships for Los Rios students. Pursuant to the agreements, the District is obligated to cooperate and provide educational services. The agreements do not require payment or receipt of funds.

Agency	Clinical Program	Campus	Contract Date	Term
Folsom Cordova Unified School District	SLPA[1]	ARC	9/15/26	Evergreen
Yuba City Unified School District	PTA/OTA[2]	SCC	7/1/26	Evergreen

[1] SPLA: Speech-Language Pathology Assistant, PTA/OTA[2]: Physical Therapist Assistant/Occupational Therapy Assistant.

RECOMMENDATION:
It is recommended that the Board of Trustees ratify and/or approve the agreements identified in this Board Agenda item.

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES **DATE:** October 14, 2026

SUBJECT:	Disposition of Surplus Equipment	ATTACHMENT: None	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
AGENDA ITEM:	Consent Item G	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Mario Rodriguez, Executive Vice Chancellor, Finance and Administration	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	Torence Powell, Chancellor	ACTION	
		INFORMATION	

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

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

The surplus items to be recycled or disposed of are either irreparable, obsolete, in poor condition or not needed for district/college operations and include the following: 1 brain model; 29 microscopes; 4 filing cabinets; 46 client desktops; 64 computers; 45 hotspots; 39 iMac security brackets; 13 laptops; 1 microtower; 9 monitors; 6 printers and 4 projectors.

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

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

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES **DATE:** October 14, 2026

SUBJECT:	Disposition of Surplus Equipment – Salvage Value Greater than $5,000	ATTACHMENT: None	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
AGENDA ITEM:	Consent Item H	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Mario Rodriguez, Executive Vice Chancellor, Finance and Administration	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	Torence Powell, Chancellor	ACTION	
		INFORMATION	

BACKGROUND:
The Education Code regulates the procedure by which a community college district can dispose of real and personal property. Education Code section 81450-81450.5 provides that the governing board may, sell for cash, exchange for value or donate any personal property belonging to the district if the property is not required for school purposes, or if it should be disposed of for the purpose of replacement, or if it is unsatisfactory or not suitable for school use. The methods for disposal differ based upon the estimated value of the equipment. Whereas, most equipment is disposed of either through the State of California or, if the State will not accept, through a scrap dealer, items with a value greater than $5,000 either individually or in aggregate, require a public auction, noticed as required by law.

STATUS:
The District will auction the following items which in aggregate have a value greater than $5,000: 2019 Ford Transit 350; 2013 Ford Transit Connect (2); 2015 Ford Transit Connect XL (3). Due to the poor condition of the items, the equipment is no longer suitable for school use. The District, via public auction, intends to sell to the highest bidder or donate to an interested school/public entity.

RECOMMENDATION:
It is recommended that the Board of Trustees approve the disposal of the listed item per Education Code section 81450-81450.5.

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES **DATE:** October 14, 2026

SUBJECT:	Purchase Orders, Warrants, Checks and Electronic Transfers	ATTACHMENT: Yes	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
AGENDA ITEM:	Consent Item I	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Mario Rodriguez, Executive Vice Chancellor, Finance and Administration	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	Torence Powell, Chancellor	ACTION	
		INFORMATION	

BACKGROUND:
A listing of purchase orders, warrants, checks and wires issued during the period of August 16, 2026 through September 15, 2026 is on file in the District Business Services Office for review.

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

PURCHASE ORDERS		
General Fund	0001149151– 0001149741 B270416-B270679	$ 6,591,074.40
Capital Outlay Fund	0003021182-0003021282	
Child Development Fund	0006001353-0006001361 B691016-B691020	
Self-Insurance Fund	0009000608-0009000608	
WARRANTS		
General Fund	901149-902234	$ 19,340,848.49
General Fund-ARC Instructional Related	014843-014898	
General Fund–CRC Instructional Related	025337-025368	
General Fund–FLC Instructional Related	032689-032717	
General Fund–SCC Instructional Related	050558-050590	
Capital Outlay Fund	839859-839931	
Student Financial Aid Fund	902235-902288	
Child Development Fund	955772-955783	
Self-Insurance Fund	976972-976976	
ODSFD	-	
Payroll Warrants	631743- 632125	$ 10,755,258.45
Payroll Vendor Warrants	75347-75461	
August Leave Process	632126-635197	
CHECKS		
Financial Aid Disbursements (PeopleSoft)	-	$ 32,641,237.10
Clearing Checks	-	$ -
Parking Checks	-	$ -
Student Clubs Agency Fund – ARC	8169-8169	$ 184,654.61
Student Clubs Agency Fund – CRC	7370-7430	
Student Clubs Agency Fund – FLC	3906-3946	
Student Clubs Agency Fund – SCC	6196-6283	
Foundation – ARC	8695-8742	$ 167,289.93
Foundation – CRC	3884-3903	
Foundation – FLC	3182-3210	
Foundation – SCC	8976-8993	
Foundation – DO	3022-3029	
Associated Students Trust Fund – ARC	1247-1248	$ 2,318.00
Associated Students Trust Fund – CRC	-	
Associated Students Trust Fund – FLC	0787-0787	
Associated Students Trust Fund – SCC	-	
Regional Performing Arts Center Fund	-	$ -
ELECTRONIC TRANSFERS		
GENFD Financial Aid	-	$ 861,553.00
Board of Equalization	-	$ -
PARS Wire	-	$ 38,846.15
Retiree Health Trust	-	$ -
Envoy	-	$ -
Grants Overpayment	-	$ -
Payroll Direct Deposit Advices	1443728-1448981	$ 17,406,135.03
Other Payroll Transactions	-	$ -
Keenan Wire	-	$ 78,673.26
PITCO Wire	-	$ -
SB85 Debt Relief	-	$ -
Self-Insurance Fund	-	$ 60,063.96
PO Wire	-	$ 31,840.00
International Wire	-	$ -
Fidelity Wire	-	$ 342,228.57
RT Payment	-	$ -
Scholarships	-	$ 8,500.00

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES **DATE:** October 14, 2026

SUBJECT:	Los Rios Community College District Equal Employment Opportunity Certification Form	ATTACHMENT: Yes	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
AGENDA ITEM:	Consent Item J	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Mario Rodriguez, Executive Vice Chancellor, Finance and Administration	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	Torence Powell, Chancellor	ACTION	
		INFORMATION	

BACKGROUND:
The Board of Trustees approved the Los Rios Community College Equal Employment Opportunity Plan at its meeting of 11/8/23. The Year 1 Annual Report was approved on 9/11/24 and Year 2 was approved on 10/15/2025. California Code of Regulations, title 5 § 53024.2, sets forth the categories of information that must be reported as part of the annual certification including:

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

STATUS:
This Annual Equal Employment Opportunity Certification Form includes longitudinal data for applicants and employees for 2023-24, 2024-25, and 2025-26.

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

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.**

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[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.

Contents

Section A: Certification Components Checklist 3
Section B: Collection and Analysis of Recruitment, Retention, and Longitudinal Data 4
Section B, Part 1: Summarizing Actions, Strategies, Measurements, and Outcomes 4
Section B, Part 2: Longitudinal Data Reporting 21
Section C: EEO Strategies Updates (EEO Plan Component 13 and other EEO Plan Components) 23
Section C, Part 1: EEO Plan Component 13 23
Section C, Part 2: Additional EEO Plan Components (if Applicable) 29
Section C, Part 3: Supports for Strategy Implementation (If Applicable) 30
Section D: Response to Harassment and Discrimination Complaints 31
Section E: Use of EEO Funds 35
Section F: Signatures – Affirmation of Accuracy and Completeness 39

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 full-time 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*	0

Controlling Account	EEO Allocation Fund (Ed. Code § 87108)	Other Funds	Total *Calculated automatically*
1000 Academic Salaries	49,361.84		0
2000 Classified Salaries			0
3000 Employee Benefits	10,185.88		0
4000 Supplies & Materials			0
5000 Other Oper. Exp. & Svcs.	21,478.71		0
6000 Capital Outlay			0
7000 Other Outgo			0
Total *Calculated automatically*	0	0	0

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:**

Instructions for Completing the Section B, Part 2: Longitudinal Data Reporting Excel Workbook

Overview:
This Excel workbook contains 6 sheets, divided into two main categories: **Applicant Data** *(blue sheets)* and **Employee Data** *(gold sheets)* .
Each sheet contains 3 tables reporting data for 2023-24, 2024-25, and 2025-26. The sheets are named as follows:

Applicant Data Sheets:
ApplicantJobRace
AppJobGender
AppJobDisability

Employee Data Sheets:
EmplJobRace
EmplJobGender
EmplJobDisability

1. Data Organization:
Sheets:
There are 6 sheets in total, 3 for **applicant data** and 3 for **employee data**.
Each sheet contains 3 tables—one for each of these years: **2023-24**, **2024-25**, and **2025-26**.

2. Categories to Include:
For each of the 6 sheets, ensure the following data is provided for each year:
Employee/Job Classification (following Chancellor's Office MIS EB07 data element dictionary standards and EEO6 category labels)
Race/Ethnicity
Gender (using CCCCO's MIS EB03 data element dictionary)
Disability Status (using CCCCO's MIS EB06 data element dictionary)

3. Data Entry:
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 1** of each reporting year.
Fill in all fields. Use "NA" if not available/applicable or "0" if zero. Do not leave blanks.

4. Workbook Naming and Submission:
Save your workbook using the following format:
year_district_EEOAnnualCert
Example: 2026_LRCCD_EEOAnnualCert.xlsx
Submit the completed workbook, along with the **EEO Annual Certification Form**, to:
Email: eeosubmissions@cccco.edu

Note: Submissions are incomplete without both the Excel workbook and the EEO Annual Certification Form.

CCCCO MIS Links:
https://webdata.cccco.edu/ded/eb/eb07.pdf
https://webdata.cccco.edu/ded/ebd/ebd1.pdf
https://webdata.cccco.edu/ded/eb/eb03.pdf
https://webdata.cccco.edu/ded/eb/eb06.pdf

Notes:
Adverse Impact for applications tables (race, gender, disability) is found in the sheets: Adverse Impact App Race Data, Adverse Impact App Gender Data, and Adverse Impact App Disability Data.)

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		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	11	0.0058698	330	21.2%	225	12.0%	0	0.0%	226	10.6%	191	10.2%	10	0.5%	0	0.0%	136	7.3%	706	37.7%	1874
Academic, Temporary	16	#REF!	397	#REF!	291	#REF!	0	#REF!	198	#REF!	217	#REF!	3	#REF!		#REF!	212	#REF!	873	#REF!	#REF!
Clerical/ Secretarial	28	0.00701052	697	17.5%	470	11.8%	0	0.0%	636	15.9%	663	16.6%	42	1.1%	0	0.0%	317	7.9%	1141	28.6%	3994
Executive, Admin., Managerial	38	0.01529791	336	13.5%	417	16.8%	0	0.0%	355	14.3%	286	11.5%	15	0.6%	0	0.0%	210	8.5%	827	33.3%	2484
Professional (Non-Faculty)	3	0.0030426	283	28.7%	91	9.2%	0	0.0%	138	14.0%	105	10.6%	11	1.1%	0	0.0%	64	6.5%	291	29.5%	986
Service/ Maintenance	2	0.00634921	46	14.6%	60	19.0%	0	0.0%	64	20.3%	32	10.2%	9	2.9%	0	0.0%	17	5.4%	85	27.0%	315
Skilled Crafts	0	0	2	6.7%	1	3.3%	0	0.0%	5	16.7%	4	13.3%		0.0%	0	0.0%		0.0%	18	60.0%	30
Technical/ Paraprofessional	9	0.00406872	457	20.7%	212	9.6%	0	0.0%	405	18.3%	269	12.2%	25	1.1%	0	0.0%	171	7.7%	664	30.0%	2212

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

2024-25 Fiscal Year	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	35	0.00912647	757	19.7%	413	10.8%	0	0.0%	324	8.4%	307	8.0%	11	0.3%	0	0.0%	377	9.8%	1611	42.0%	3835
Academic, Temporary	54	0.01113632	729	15.0%	579	11.9%	0	0.0%	417	8.6%	473	9.8%	12	0.2%	0	0.0%	547	11.3%	2038	42.0%	4849
Clerical/ Secretarial	39	0.00645588	1148	19.0%	657	10.9%	0	0.0%	919	15.2%	755	12.5%	48	0.8%	0	0.0%	459	7.6%	2016	33.4%	6041
Executive, Admin., Managerial	32	0.01041328	354	11.5%	597	19.4%	0	0.0%	363	11.8%	307	10.0%	19	0.6%	0	0.0%	302	9.8%	1099	35.8%	3073
Professional (Non-Faculty)	15	0.00735294	582	28.5%	214	10.5%	0	0.0%	250	12.3%	193	9.5%	4	0.2%	0	0.0%	179	8.8%	603	29.6%	2040
Service/ Maintenance	20	0.02333722	120	14.0%	162	18.9%	0	0.0%	132	15.4%	89	10.4%	8	0.9%	0	0.0%	53	6.2%	273	31.9%	857
Skilled Crafts	4	0.01843318	12	5.5%	17	7.8%	0	0.0%	52	24.0%	26	12.0%	1	0.5%	0	0.0%	12	5.5%	93	42.9%	217
Technical/ Paraprofessional	26	0.00672008	789	20.4%	463	12.0%	0	0.0%	599	15.5%	494	12.8%	19	0.5%	0	0.0%	318	8.2%	1161	30.0%	3869

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

2025-26 Fiscal Year	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	65	0.01450245	664	14.8%	498	11.1%		0.0%	332	7.4%	958	21.4%	65	1.5%		0.0%	342	7.6%	1558	34.8%	4482
Academic, Temporary	57	0.01562928	538	14.8%	494	13.5%		0.0%	293	8.0%	367	10.1%	46	1.3%		0.0%	384	10.5%	1468	40.3%	3647
Clerical/ Secretarial	80	0.01100564	932	12.8%	666	9.2%		0.0%	808	11.1%	2600	35.8%	77	1.1%		0.0%	321	4.4%	1785	24.6%	7269
Executive, Admin., Managerial	45	0.03643725	124	10.0%	283	22.9%		0.0%	177	14.3%	31	2.5%	20	1.6%		0.0%	113	9.1%	442	35.8%	1235
Professional (Non-Faculty)	49	0.01211372	648	16.0%	320	7.9%		0.0%	450	11.1%	1489	36.8%	47	1.2%		0.0%	192	4.7%	850	21.0%	4045
Service/ Maintenance	14	0.02341137	47	7.9%	123	20.6%		0.0%	130	21.7%	96	16.1%	9	1.5%		0.0%	24	4.0%	155	25.9%	598
Skilled Crafts	5	0.01811594	23	8.3%	22	8.0%		0.0%	64	23.2%	46	16.7%	7	2.5%		0.0%	13	4.7%	96	34.8%	276
Technical/ Paraprofessional	14	0.0123131	374	32.9%	105	9.2%		0.0%	100	8.8%	118	10.4%	17	1.5%		0.0%	66	5.8%	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

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)		Unknown/Blank		Total
EEO6 Category	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)
Academic, Tenured/ Tenure-Track	292	15.9%	66	3.6%	1477	80.5%	1835
Academic, Temporary	339	15.4%	52	2.4%	1816	82.3%	2207
Clerical/ Secretarial	572	14.3%	160	4.0%	3262	81.7%	3994
Executive, Admin., Managerial	468	18.8%	42	1.7%	1973	79.5%	2483
Professional (Non-Faculty)	132	13.4%	15	1.5%	840	85.1%	987
Service/ Maintenance	43	13.7%	10	3.2%	262	83.2%	315
Skilled Crafts	5	16.7%	4	13.3%	21	70.0%	30
Technical/ Paraprofessional	307	13.9%	80	3.6%	1825	82.5%	2212

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

2024-25 Fiscal Year	No Disability		Disability (Current or Prior)		Unknown/Blank		Total
EEO6 Category	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)
Academic, Tenured/ Tenure-Track	2953	73.8%	651	16.3%	398	9.9%	4002
Academic, Temporary	3720	74.1%	811	16.2%	487	9.7%	5018
Clerical/ Secretarial	4556	73.4%	982	15.8%	672	10.8%	6210
Executive, Admin., Managerial	2463	76.4%	465	14.4%	297	9.2%	3225
Professional (Non-Faculty)	1642	78.1%	251	11.9%	210	10.0%	2103
Service/ Maintenance	704	80.3%	97	11.1%	76	8.7%	877
Skilled Crafts	209	91.3%	11	4.8%	9	3.9%	229
Technical/ Paraprofessional	2955	74.1%	601	15.1%	434	10.9%	3990

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

2025-26 Fiscal Year	No Disability		Disability (Current or Prior)		Unknown/Blank		Total
EEO6 Category	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)	Row %	Headcount (#)
Academic, Tenured/ Tenure-Track	3227	70.8%	768	16.8%	565	12.4%	4560
Academic, Temporary	2843	76.2%	528	14.1%	361	9.7%	3732
Clerical/ Secretarial	5386	73.1%	1181	16.0%	806	10.9%	7373
Executive, Admin., Managerial	927	73.5%	206	16.3%	128	10.2%	1261
Professional (Non-Faculty)	3084	75.3%	576	14.1%	438	10.7%	4098
Service/ Maintenance	526	85.5%	54	8.8%	35	5.7%	615
Skilled Crafts	244	87.5%	15	5.4%	20	7.2%	279
Technical/ Paraprofessional	931	79.8%	152	13.0%	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 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

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

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES **DATE:** October 14, 2026

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

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

MANAGEMENT

APPOINTMENT(S) TO CATEGORICALLY FUNDED POSITION(S)

Name	Position	Effective Date(s)
	American River College	
Perez Martinez, Angelica (M.A., California State University, Sacramento)	Director (X) of TRIO Educational Talent Search (ETS)	09/01/26 – 10/31/26 *(Revised)*
Perez Martinez, Angelica (M.A., California State University, Sacramento)	Director (V) of TRIO College Access and Student Success Programs	11/01/26 – 08/31/27
Wedding, Jon (Ph.D., University of the Pacific)	Director (VI) of Training Source	07/01/26 – 09/09/26 *(Revised)*
	Cosumnes River College	
Lee, Ka (M.B.A., California State University, Sacramento)	Director (VII) of Student Services - Innovation and Engagement	08/17/26 – 06/30/29
	District Office	
Avila, Mateo (J.D., Santa Clara University)	Director (V) of Admissions and Records Redesign	07/01/26 – 06/30/27 *(Revised)*

APPOINTMENT(S) TO TEMPORARY POSITION(S)

Name	Position	Effective Date(s)
	American River College	
Perez Martinez, Angelica (M.A., California State University, Sacramento)	Interim Director (X) for TRIO Upward Bound Programs	07/01/26 – 10/31/26 *(Revised)*
Wedding, Jon (Ph.D., University of the Pacific)	Interim Dean of Manufacturing, Construction and Transportation	03/15/26 – 09/09/26 *(Revised)*
	District Office	
Dixon, Melonie (M.A., Portland State University)	Interim Associate Vice Chancellor of Student Services – *Step 5*	10/12/26 – 01/01/27

MANAGEMENT

REASSIGNMENT(S) / TRANSFER(S)

Name	New Position (Current Position)	Effective Date(s)
	Cosumnes River College	
Mishra, Ashmeeta	Dean of Arts, Media & Entertainment (Dean of Automotive, Construction and Design Technology / Elk Grove Center)	08/17/26
Rickel, Brian	Dean of Automotive, Construction and Design Technology / Elk Grove Center (Dean of Arts, Media & Entertainment)	08/17/26

RECLASSIFICATION(S)

Name	Proposed Position (Current Position)	Effective Date(s)
	Sacramento City College	
Chavez-Hernandez, Rosana	Hispanic Serving Institution (HIS) Initiatives Activities Director (VII), 100% (Hispanic Serving Institution (HIS) Initiatives Activities Director (VII)), 50%	10/01/26 – 09/30/27

F A C U L T Y

APPOINTMENT(S) TO TEMPORARY POSITION(S)

Name	Subject/Position	Effective Date(s)
	Folsom Lake College	
Barraza, Tina (M.A. Equivalency)	Counselor, L.T.T.	09/29/26 – 06/30/27
Pham, Duy (M.A. Equivalency)	Chemistry Assistant Professor, L.T.T.	08/20/26 – 12/17/26
	Sacramento City College	
Ramirez, Diana (M.A. Equivalency)	Chemistry Assistant Professor, L.T.T	01/14/27 - 05/20/27

LEAVE(S) OF ABSENCE

Name	Subject/Position	Type	Effective Date(s)
	American River College		
Ridgway, Theodore	Mathematics Professor	Type C	01/14/27 - 05/20/27
Rutaganira, Thomas	Mathematics Professor	Type C	08/19/27 - 12/16/27
Rutaganira, Thomas	Mathematics Professor	Type C	01/13/28 - 05/18/28
Yu, Eric	Chemistry Professor	Childcare	01/18/27 – 03/12/27
Yu, Eric	Chemistry Professor	Childcare	03/22/27 – 05/20/27
Zhang, Lingling	Accounting Professor	Type C	01/14/27 - 05/20/27
	Cosumnes River College		
Crosier, Scott	Geography/GIS Professor	Type C	01/14/27 - 05/20/27
	Sacramento City College		
Nijjar Bhatti, Manpreet	Occupational Therapy Assistant (OTA) Professor (60%)/Coordinator (40%)	Maternity	10/23/26 - 01/01/27
Nijjar Bhatti, Manpreet	Occupational Therapy Assistant (OTA) Professor (60%)/Coordinator (40%)	Parental	01/02/27 - 02/27/27

RESIGNATION(S)

F A C U L T Y

RESIGNATION(S)

Name	Subject/Position	Effective Date(s)
	Folsom Lake College	
Drehobl, Christina	Radiological (Radiographic) Technology Assistant Professor	10/01/26

RETIREMENT(S)

Name	Subject/Position	Effective Date(s)
	Folsom Lake College	
Madden-Nann, Michelle (After 24+ years of regular service)	Counselor	12/12/26
	Sacramento City College	
Lindell, Pamela (After 25 years of regular service)	Anthropology Professor	05/21/27
Lucas, Andrea (After 19 years of regular service)	Spanish Professor	05/21/27
Posz, Pamela (After 28+ years of regular service)	Librarian	12/18/26
Wagner, Glennda (After 28 years of regular service)	Nursing Professor	05/21/27

TEMPORARY, PART-TIME EMPLOYEES Summer 2026
American River College

Name	Subject	FTE
Jay, Susan	Construction Crafts Technology	7 %
Ramirez, Richard	Counselor	1 %
Ridgway, Theodore	Mathematics Skills	27 %

TEMPORARY, PART-TIME EMPLOYEES Summer 2026
Cosumnes River College

Name	Subject	FTE
Dang, Tina	Counselor	2 %
Kirby, Samuel	Intercollegiate Athletics	8 %
Le, Phuong	Mathematics Skills	23 %
Miranda, Mee	Counselor	3 %

TEMPORARY, PART-TIME EMPLOYEES Summer 2026
Folsom Lake College

Name	Subject	FTE
Atiabet, Evelyne	Coordinator	15 %
Barraza, Tina	Counselor	17 %

TEMPORARY, PART-TIME EMPLOYEES Summer 2026
Sacramento City College

Name	Subject	FTE
Clark, Terri	Librarian	1 %
Davis, Kia	Counselor	9 %
Sala, Alina	Counselor	14 %

TEMPORARY, PART-TIME EMPLOYEES Fall 2026
American River College

Name	Subject	FTE
Abdullah, Zainab	Ethnic and Cultural Studies	20 %
Abunijem, Amna	Small Business and Entrepreneurship	13 %
Adams, Jane	Counselor	38 %
Al Hilfi, Bashar	Software Applications	18 %
Aldana, Natana	Classics-Humanities	20 %
Austin, Debra	Reading	13 %
Ayala, Daniel	English	20 %
Bajar, Merebeth	Culinary Arts	43 %
Ball, Kimberly	Job Seeking/Changing Skills	7 %
Campbell, Jordan	Study Skills	8 %
Carlson, Don	Business Management	7 %
Cintean, Alin	Police Academy	1 %
Crawford, Christopher	Registered Nursing	17 %
Dahlgren, Jennie	Respiratory Care/Therapy	36 %
Duan, Xin-Ran	Cross Term	53 %
Easley, Kevin	Ethnic and Cultural Studies	20 %
Fiora-Beach, Sabrina	Other Health Occupations	62 %

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

TEMPORARY, PART-TIME EMPLOYEES Fall 2026
American River College

Name	Subject	FTE
Fleck, Jessica	Sociology	40 %
Freeman, Grace	ESL Writing	40 %
Gable, Monica	Real Estate	20 %
Glenn, Daniel	ESL Speaking/Listening	20 %
Hannibal, Cecil	Journalism	15 %
Harvey, David	Police Academy	1 %
Hoge, Charles	Psychology, General	40 %
Kaur, Amanpreet	Sign Language Interpreting	3 %
Keeler, Lauren	Counselor	35 %
Kiwan, Michel	Psychology, General	40 %
Kwong, Kenneth	Coordinator	1 %
Matteoli, Erik	Emergency Medical Services	14 %
Murrieta, Nathaniel	Counselor	1 %
Needler, Jennifer	Emergency Medical Services	23 %
Olson, Eric	Police Academy	1 %
Palaspas, Candice	Counselor	59 %
Pezone, John	Police Academy	1 %
Pillay, Rajiv	Welding Technology	52 %
Ponce, Carlos	Police Academy	1 %
Pryde, Marvin	Registered Nursing	40 %
Puerner, Allison	ESL Writing	20 %
Roberts, Jeffrey	Biology, General	20 %
Ryan, Kelsey	Emergency Medical Services	9 %
Scappaticci, Laura	Counselor	1 %
Silva, Douglas	Culinary Arts	6 %
Smith, Sally	Administration of Justice	40 %
Smith, Valerie	Business and Commerce, General	20 %
Soghomonians, Arlen	Emergency Medical Services	24 %
Soghomonians, Arlen	Paramedic	41 %
Steffen, Kimberly	Mortuary Science	15 %
Stewart, Dale	Emergency Medical Services	21 %
Swallow, Joe	Police Academy	1 %
Talley, Adam	Registered Nursing	53 %
Tan, Eva	Registered Nursing	50 %
Taslim, Erick	Emergency Medical Services	7 %
Taylor, Devonie	Registered Nursing	34 %
Twist, Ty	Welding Technology	15 %
VanDewark, Kathleen	Registered Nursing	45 %
Voetsch, Brandon	Police Academy	1 %
Wilson, Labin	Police Academy	60 %
Wilson, Labin	Coordinator	1 %
Wolfley, Ronald	Emergency Medical Services	26 %

TEMPORARY, PART-TIME EMPLOYEES Fall 2026
Cosumnes River College

Name	Subject	FTE
Bartlett, Sarah	Social Justice: General	20 %
Becker, Kathleen	Chemistry, General	33 %
Crume, Tabin	Librarian	43 %
Domek, Anna	General Work Experience	13 %

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

TEMPORARY, PART-TIME EMPLOYEES Fall 2026
Cosumnes River College

Name	Subject	FTE
Falloon, Matthew	English	60 %
Flores, Carlos	Speech Communication	20 %
Floyd, Amy	Pharmacy Technology	48 %
Geiger, Steve	Electrical	24 %
Gowen, Varvara	Nutrition, Foods, and Culinary Arts	40 %
Kiburi, Khalid	Academic Guidance	20 %
Kraljev, Lee	Anthropology	40 %
Kue, Soua	Librarian	7 %
Lewis, Lanaya	Journalism	5 %
Lewis, Lanaya	Mass Communications	3 %
Lotter, Richard	Music	60 %
Miranda, Yolanda	Counselor	1 %
Mondragon-Lopez, Sergio	Counselor	13 %
Nelson, Jacquelynn	Coordinator	40 %
Nguyen, Alfonso	Counselor	1 %
Nguyen, Uyen	Microbiology	40 %
Nguyen, Yen	Vietnamese	27 %
Peyton, Terry	Intercollegiate Athletics	30 %
Possemato, Frank	English	60 %
Rosenberg, Matthew	Geography	65 %
Rosenberry, Mary	English	60 %
Tanimoto, Eddie	Child Development/Early Care and Educatio	60 %
Terry, John	Architecture and Architectural Technology	38 %
Villalpando, Janel	ESL Writing	40 %

TEMPORARY, PART-TIME EMPLOYEES Fall 2026
Folsom Lake College

Name	Subject	FTE
Abdullah, Zainab	Ethnic and Cultural Studies	20 %
Allen, Stephanie	Computer Programming	27 %
Al-Shomaimri, Yousef	Music	7 %
Andersen, James	Emergency Medical Services	34 %
Brown, Charles	Other Information Technology	20 %
Buch, Dipali	Business and Commerce, General	25 %
Coulter, Timothy	Computer Programming	20 %
Keeler, Lauren	Counselor	30 %
Kittle, Robert	Intercollegiate Athletics	38 %
Knox, Paul	English	20 %
Kurtz, Keifer	Biology, General	36 %
Llontop, Carlos	Technical Theater	50 %
Lorenzo, Gina	Counselor	60 %
Mahoney, Shannon	Dramatic Arts	5 %
Miller, Andrew	Physiology (Includes Anatomy)	52 %
Mills Ko, Emily	Microbiology	26 %
Ralph, Benjamin	Coordinator	15 %
Snow, Camille	Counselor	20 %

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TEMPORARY, PART-TIME EMPLOYEES Fall 2026
Sacramento City College

Name	Subject	FTE
Abe, Donyale	Health Occupations, General	13 %
Anapolsky, Carol	Computer Graphics and Digital Imagery	20 %
Arfuso, Chimine	Ethnic and Cultural Studies	20 %
Ashe, Chipo	Psychology, General	25 %
Astarte, Sarah	Psychology, General	35 %
Bair, Lewis	Information Technology, General	20 %
Bair, Lewis	Computer Support	18 %
Beyrer, Kimberlee	Counselor	1 %
Beyrer, Kimberlee	Counselor	22 %
Billups, Kevin	Physical Therapy Assistant	32 %
Bratt, Heather	Librarian	32 %
Clark, Terri	Librarian	52 %
Dalton, Monique	Cosmetology and Barbering	41 %
Dokes, Eugene	Business and Commerce, General	20 %
Eifler, Tristan	Chemistry, General	64 %
Fore, Dana	English	60 %
Garcia, Isela	Cosmetology and Barbering	13 %
Gmelin, Robert	English	40 %
Gushansky, Gene	Physiology (Includes Anatomy)	20 %
Haughn, Noah	Chemistry, General	63 %
Hill, Deirdre	Counselor	6 %
Hill, Deirdre	Counselor	47 %
Jahami, Mahdi	Environmental Control Technology (HVAC)	47 %
Koehler, Chris	Computer Graphics and Digital Imagery	10 %
Livas, Melinda	Librarian	17 %
McGiffert, Jerel	Academic Guidance	20 %
McGiffert, Jerel	Counselor	40 %
McMahan, Gregory	Academic Guidance	20 %
Needham, Heather	Speech Communication	40 %
Onu, Faith	Librarian	43 %
Piskun, Yelena	Counselor	35 %
Roberts, Cheryle	General Work Experience	7 %
Robles, Sonia	Librarian	24 %
Singh, Jashnil	Nursing	33 %
Spruce-Veatch, L	English	40 %
Suy, Shaun	Counselor	59 %
Ushakova, Arina	Surveying	28 %
Webster, Mary Jo	Nursing	45 %
Wergeland, Kari	Librarian	30 %

REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2026
American River College

Name	Subject	FTE
Allen-Perez, Dillon	ESL Writing	20 %
Bartoe, Timothy	Registered Nursing	15 %
Bashir, Sharjil	Counselor	15 %
Beccarelli, Lori	Nutrition, Foods, and Culinary Arts	40 %
Carnero, Mark	Ethnic and Cultural Studies	60 %
Casper-Denman, Kristina	Anthropology	20 %
Chang, Kate	Paralegal	20 %

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REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2026
American River College

Name	Subject	FTE
Engler, Denise	Reading	33 %
Fajardo, Heather	Physiology (Includes Anatomy)	52 %
Gaudard, Amy	Mathematics Skills	13 %
Giusti, Anthony	Nutrition, Foods, and Culinary Arts	40 %
Gomez, Martin	Counselor	17 %
Hickman, Lauren	Child Development/Early Care and Educatio	27 %
Ilaga, Lisa	Respiratory Care/Therapy	20 %
Jaecks, Glenn	Geography	1 %
Jones, Vincent	Mathematics Skills	13 %
Kaneyuki, Brent	Police Academy	1 %
Kinoshita, Rory	Mathematics Skills	13 %
Kirkman, Jayanti	Nursing	10 %
LaMarr, Todd	Child Development/Early Care and Educatio	20 %
LaMarr, Todd	Infants and Toddlers	20 %
Luong, Scott	Culinary Arts	21 %
Marte, Dyanne	Fashion	15 %
Marte, Dyanne	Fashion Design	28 %
Martin, Theresa	Counselor	4 %
Messier, Christopher	Welding Technology	57 %
Meyer, Jordan	Electronics & Electric Technology	15 %
Mireles-Tijero, Mayra	Counselor	1 %
Montgomery, Thoeung	ESL Writing	20 %
Moore, Justin	Study Skills	8 %
Morow, Krista	Biotechnology & Biomedical Technology	13 %
Nokkeo, Jeff	Drafting Technology	20 %
Payne, Michael	Chemistry, General	40 %
Pulido, Brandi	Psychology, General	20 %
Rodgers, Monique	Nursing	10 %
Rosario, Brian	Economics	40 %
Rose, Valarie	Mortuary Science	7 %
Sabzevary, Iraj	Database Design and Administration	17 %
Sichi, Cielo	Horticulture	16 %
Simon, Rachael	Nursing	10 %
Simon, Rachael	Registered Nursing	44 %
Slutsky, Daniel	Physiology (Includes Anatomy)	32 %
Smith, Phil	Mathematics, General	20 %
Stewart, Daniel	Chemistry, General	69 %
Thao, Sak	Automotive Technology	33 %
Torok, Kaitlin	Study Skills	8 %
Zajic, Kristina	Speech-Language Pathology and Audiology	28 %
Zepeda, Daniela Alexandra	Counselor	4 %

REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2026
Cosumnes River College

Name	Subject	FTE
Aldredge, Teresa	Counselor	2 %
Alino, Vera	Chemistry, General	33 %
Alop, Iris	English	20 %
Avalos, Amy	Counselor	1 %

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REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2026
Cosumnes River College

Name	Subject	FTE
Awad, Veneece	Pharmacy Technology	10 %
Borth, Kristen	Health Information Technology	13 %
Dang, Tina	Counselor	1 %
Davtian, Anna	Counselor	4 %
Doan, Anna	Counselor	5 %
Esty, Juana	Human Services	20 %
Esty, Juana	Counselor	3 %
Francisco, Joao	ESL Writing	20 %
Frazee, James	Psychology, General	30 %
Gill, Blanca	Spanish	40 %
Gonzalez, Jose	Academic Guidance	22 %
Gonzalez, Jose	Counselor	8 %
Holden, Cherrelle	English	20 %
Hom, Norman	English	20 %
Hutcheson, Heather	Technical Communication	20 %
Hutcheson, Heather	Creative Writing	20 %
James, Jonathan	Physical Education	20 %
Kyles, Justin	ESL Writing	20 %
Martinez-Alire, Crystal	Counselor	4 %
McDowell, Stephen	Chemistry, General	33 %
Mico, Don	Health Education	40 %
Nole, Melissa	Child Development/Early Care and Educatio	27 %
Nole, Melissa	Child Development Administration and Mana	13 %
Pandey, Rajeev	Chemistry, General	33 %
Peacock, Kristin	Counselor	2 %
Plasencia, Cesar	Physical Education	30 %
Reichelt Weathers, Andilene	ESL Speaking/Listening	20 %
Serrott, Kyle	Ethnic and Cultural Studies	20 %
Simpson, Roy	Mathematics, General	40 %
Soriano, Paolo	Counselor	2 %
Tavares, Tyrone	Counselor	6 %
Wadenius, Adam	Mass Communications	1 %
Wilson, James	ESL Writing	20 %

REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2026
Folsom Lake College

Name	Subject	FTE
Balmaceda Gonzalez, Hugo	Ethnic and Cultural Studies	20 %
Black, Jennifer	Accounting	27 %
Clark, Christopher	Counselor	15 %
Flores, Juan	Counselor	3 %
Hicks, Andrea	Speech Communication	20 %
Kessler, Kaitlin	Viticulture, Enology, and Wine Business	10 %
Kessler, Kaitlin	Chemistry, General	16 %
Pham, Duy	Chemistry, General	16 %
Pittman, Jason	Geography	20 %
Pitts, Lorilie	Librarian	3 %
Yang, Kou	Counselor	8 %

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REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2026
Sacramento City College

Name	Subject	FTE
Beebe, Katelyn	Dental Assistant	8 %
Coppola, Jessica	Agriculture Technology & Sciences, Gen	20 %
Coppola, Jessica	Nutrition, Foods, and Culinary Arts	40 %
Dang, Tina	Counselor	1 %
Dang, Tina	Counselor	2 %
Dao, Binh	Chemistry, General	62 %
De Mey, Suzanne	Accounting	27 %
Felker, Jeffery	Reading	7 %
Fellman, Melissa	Dental Hygienist	37 %
Frank, Paul	Political Science	40 %
Freas, Adam	Counselor	17 %
Ganas, Josephine	Dental Hygienist	8 %
Hansen, Eric	Natural History	16 %
Jackson, Charisse	Academic Guidance	20 %
Johnson, Denise	Physiology (Includes Anatomy)	20 %
Kaina, Abdelaziz	Computer Networking	52 %
Kirkpatrick, Nadine	Nutrition, Foods, and Culinary Arts	40 %
Malik, Jamil	Counselor	20 %
Marks, Carrie	English	20 %
Mendoza, Liliana	Interpersonal Skills	7 %
Myers, Troy	English	20 %
Naim, Hakeem	History	20 %
Ngassam, Valery	Physics, General	7 %
Niehorster-Cook, Sejin	Psychology, General	16 %
Ochoa, Gerardo	Chemistry, General	21 %
Parziale, Matthew	Chemistry, General	21 %
Polagruto, John	Nutrition, Foods, and Culinary Arts	20 %
Selva, Marcia	Creative Writing	20 %
Spangler, Rachel	English	20 %
Stevenson, Elizabeth	Coordinator	20 %
Summers, Mary Ruth	Sign Language	53 %
Tuifua, Amelia	Counselor	13 %
Vargas, Jacqueline	Academic Guidance	40 %
Vazquez, Andrea Del Carmen	Ethnic and Cultural Studies	40 %
White, Alexandria	English	60 %
Wilkins, Lorraine	Ethnic and Cultural Studies	20 %
Woolley, Nicole	Film Studies	60 %
Wyatt, David	Natural History	16 %

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C L A S S I F I E D

APPOINTMENT(S)

Name	Position	Assigned to	Effective Date(s)
Alvarez, Heather	Facilities Administrative Support Technician I	DO	09/28/26
De Dios, Norely	Student Support Assistant	SCC	10/12/26
Flores, Julia	Administrative Assistant I	CRC	10/12/26
Lam, Alexander	Police Officer	DO	09/14/26
Moore, Cedric	College Safety Officer	DO	09/08/26
Punongbayan, Geleen Ann	Admissions/Records Technician II	DO	11/02/26
Rallapalli, Atchuta	Information Technology Technical Services Supervisor	DO	10/19/26
Rivas, Harrison	Lead Custodian	ARC	10/05/26

LEAVE(S) OF ABSENCE

Name	Position	Type of Leave	Assigned to	Effective Date(s)
Riaz, Laaiba	Financial Aid Technician	Personal	DO	10/01/26 – 10/13/26

PROMOTION(S)

Name	New Position (Current Position)	Assigned to	Effective Date(s)
Malaga, Tamasa	Administrative Assistant II (Grant Coordination Clerk)	SCC SCC	10/02/26

REASSIGNMENT(S)/TRANSFER(S)

Name	New Position (Current Position)	Assigned to	Effective Date(s)
Savik, Galina	Account Clerk II (Account Clerk II)	DO ARC	09/28/26
Medeiros, Gillian	Counseling Clerk II (Student Support Assistant)	DO ARC	09/23/26

C L A S S I F I E D

RECLASSIFICATION(S)

Name	Proposed Position (Current Position)	Assigned to	Effective Date(s)
Bowie, Courtney	Student Support Specialist (Student Support Assistant)	SCC	08/13/26
Castaneda, Graciela	Student Support Assistant (Administrative Assistant I)	SCC	08/13/26
Corona-Gomez, Marta	Information Technology Specialist I – Help Desk (Senior Information Technology Technician – Help Desk)	CRC	05/19/26
Misrahi, Gina	Administrative Assistant I (Clerk III)	FLC	08/27/26
Richmond, Hannah	Confidential Human Resources Specialist III (Confidential Human Resources Specialist II)	DO	05/28/26
Tse, Ka Shun	Student Support Assistant (Clerk III)	SCC	07/07/26
Vang, Vicki	Confidential Human Resources Specialist III (Confidential Human Resources Specialist II)	DO	05/28/26
Veliz, Evarista	Programmer II (Programmer I)	CRC	08/28/26

RESIGNATION(S)

Name	Position	Assigned to	Effective Date(s)
Ceja, Juan	College Safety Officer	DO	10/02/26
Dinh-Lopez, Rachel	Student Support Assistant	SCC	10/03/26
Honegger, Emma	Student Support Assistant	SCC	09/16/26
Mack, Courtnee	Student Support Supervisor	SCC	10/03/26
Puzon, Elizabeth	Clerk III	CRC	09/25/26

C L A S S I F I E D

RETIREMENT(S)

Name	Position	Assigned to	Effective Date(s)
Averill, Miriam	Instructional Assistant - Art, 9 months, 75% (After 30+ years of regular service)	SCC	12/19/26
Cavazos, Laura	Custodian (After 8+ years of regular service)	SCC	05/06/26
Gershon, Stacey	Clerk III (After 7+ years of regular service)	ARC	10/01/26
Gorrell, Raelean	Account Clerk II (After 25+ years of regular service)	DO	12/31/26
Moua, Theng	Financial Aid Officer (After 24+ years of regular service)	FLC	12/31/26
Pickering-Crandell, Jane	Public Relations Technician (After 12+ years of regular service)	FLC	02/02/27
Rhodes, Eva	Counseling Supervisor (After 18+ years of regular service)	CRC	12/31/26
Wardlaw, Lora	Child Development Center Supervisor (After 24+ years of regular service)	CRC	12/31/26

SEPARATION(S) OF SERVICE

Name	Position	Date
Heiland, Joyce (deceased)	Educational Center Supervisor (After 25+ years of service)	09/26/26
Ivaska, Devan (deceased)	Employee Benefits Specialist (After 12+ years of service)	09/13/26

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

American River College

Name	Title	Effective Date	End Date
Adams, Laura	Student Support Specialist	09/01/26	06/30/27
Aleksandrova, Nikita	Reader/Tutor II	08/24/26	06/30/27
Annenkova, Liliia	Instructional Assistant	08/17/26	06/30/27
Bankston, Adrian	Kinesiology/Athletics Equipment Technician	08/27/26	06/30/27
Baxter, Diane	Art Model	08/24/26	06/30/27
Boidock, William	Assistant Coach	08/27/26	06/30/27
Bowen, Emily	Instructional Assistant	08/25/26	06/30/27
Brown, Antonio	Assistant Coach	08/17/26	06/30/27
Brunton, Michael	Special Projects	07/01/26	06/30/27
Castillo, Francisco	Instructional Assistant	07/01/26	06/30/27
Chepovsky, Andriy	Custodian	09/24/26	06/30/27
Coronel Ramirez, Belgica	Clerk II	10/01/26	06/30/27
Daneshwar, Mohammad Khalid	Clerk III	08/13/26	06/30/27
Diamond, Scott	Instructional Assistant	08/24/26	06/30/27
Eaton, Edward	Assistant Coach	07/27/26	06/30/27
Ellis, Isaiah	Assistant Coach	08/24/26	06/30/27
Giang, Xiuhoon	Laboratory Technician	09/08/26	06/30/27
Hernandez, Bella	Assistant Coach	09/10/26	06/30/27
Ho, Karen	Clerk III	09/01/26	06/30/27
Hua, Phong	Instructional Assistant	08/13/26	06/30/27
Huffhines, Jerry	Assistant Coach	08/31/26	06/30/27
Johnson, Deron	Assistant Coach	08/27/26	06/30/27
Kelly-Lyon, Kyasia	Instructional Assistant	08/25/26	06/30/27
Keohanam, Christopher	Student Support Assistant	08/25/26	06/30/27
Khoklan, Victor	Instructional Assistant	07/27/26	06/30/27
Kirby, Chelsea	Instructional Assistant	08/10/26	06/30/27
Kropp, Jonnie	Instructional Assistant	08/25/26	06/30/27
Lagrutta, Rick	Art Model	08/17/26	06/30/27
Lantz, Justin	Assistant Coach	07/27/26	06/30/27
Lariz, Erick	Assistant Coach	07/01/26	06/30/27
Lee, Daryl	Assistant Coach	08/24/26	06/30/27
Lopez Castellanos, Luis	Clerk III	09/01/26	06/30/27
McNally, Zachary	Assistant Coach	07/27/26	06/30/27
Moran, Jayda	Special Projects	09/01/26	06/30/27
Narvaez, Arlene	Special Projects	07/01/26	06/30/27
Negrulya, Mykyta	Student Support Specialist	09/02/26	06/30/27
Nelson, Ravi	Assistant Coach	08/24/26	06/30/27
Nyi, Khant Htoo	Instructional Assistant	08/04/26	06/30/27
Pelaez-Riggins, Felicia	Instructional Assistant	07/15/26	06/30/27
Quinley, Kellan	Assistant Coach	09/21/26	06/30/27

Name	Title	Effective Date	End Date
Ramirez, James	Assistant Coach	07/01/26	06/30/27
Rivera, Joseph	Assistant Coach	08/10/26	06/30/27
Rogers, Meaghan	Special Projects	08/01/26	06/30/27
Rucker, Cassandra	Special Projects	08/17/26	06/30/27
Sanders, Kenny	Assistant Coach	07/27/26	06/30/27
Shestyuk, Alena	Reader/Tutor II	07/01/26	06/30/27
Sohrabi Rad, Pooya	Reader/Tutor II	08/24/26	06/30/27
Spenst, Garret	Assistant Coach	08/01/26	06/30/27
Szutowicz-Fitzpatrick, Alicia	Student Support Assistant	09/08/26	06/30/27
Vercher, Jihad	Assistant Coach	08/17/26	06/30/27
Verwoest, Tavia	Assistant Coach	09/21/26	06/30/27
Way, Kevin	Special Projects	07/27/26	06/30/27
Whittock, Mark	Assistant Coach	08/15/26	06/30/27

Cosumnes River College

Name	Title	Effective Date	End Date
Agustin, Venice Allexi	Special Projects	08/31/26	06/30/27
Alexander, La'Keisha	Assistant Coach	09/09/26	06/30/27
Bruder, Jeremy	Special Projects	09/01/26	06/30/27
Busick, Tyler	Special Projects	08/31/26	06/30/27
Camacho, Cristian	Special Projects	08/31/26	06/30/27
Chan, Wilson	Special Projects	08/31/26	06/30/27
Chin, Sean	Special Projects	08/31/26	06/30/27
Clemons, Daniel	Special Projects	08/31/26	06/30/27
Cubol, Kadmiel	Reader/Tutor I	08/24/26	06/30/27
Davis, Dakota	Special Projects	08/31/26	06/30/27
Dayal, Sharon	Student Support Assistant	07/23/26	06/30/27
Delgadillo, Selena	Instructional Assistant	08/25/26	06/30/27
Furiosi, Brianna	Instructional Assistant	08/25/26	06/30/27
Green, Sheila	Reader/Tutor I	09/01/26	06/30/27
Gula, Noah	Special Projects	08/31/26	06/30/27
Henson, Levi	Assistant Coach	08/17/26	06/30/27
Johnson, Robert	Assistant Coach	07/27/26	06/30/27
Kaebnick, Mark	Special Projects	08/31/26	06/30/27
Koris, Evan	Assistant Coach	09/08/26	06/30/27
Londono, Armando	Special Projects	08/31/26	06/30/27
Luna, Eliana	Reader/Tutor I	08/24/26	06/30/27
Madeiros, Simeon	Special Projects	08/31/26	06/30/27
Marquez, Mya	Reader/Tutor I	08/24/26	06/30/27
McFarland, Gregory	Special Projects	08/31/26	06/30/27
Nguyen-Sanh, Boian	Student Support Assistant	08/25/26	06/30/27
O'Hara, Kayla	Special Projects	08/11/26	06/30/27
Punongbayan, Geleen Ann	Student Support Specialist	08/12/26	06/30/27
Rodriguez, Juan	Special Projects	08/31/26	06/30/27
Salamanca, Carlitos	Special Projects	08/31/26	06/30/27
Sanchez, Alejandro	Special Projects	08/31/26	06/30/27

Name	Title	Effective Date	End Date
Santos, Kendrick	Special Projects	08/31/26	06/30/27
Shockley, Joshua	Assistant Coach	07/27/26	06/30/27
Toro Salazar, Victoria	Special Projects	08/31/26	06/30/27
Toy, Ashlee	Special Projects	08/12/26	06/30/27
Tran, Trisha	Special Projects	08/24/26	06/30/27
Venegas, Alejandro	Laboratory Technician	08/17/26	06/30/27
Welch, Antonio	Assistant Coach	08/14/26	06/30/27
Yang, Chance	Clerk I	08/17/26	06/30/27
Yunus, Nibras	Clerk I	08/03/26	06/30/27

District Office

Name	Title	Effective Date	End Date
Dhanda, Sukhjit	Clerk II	09/25/26	06/30/27
Goodwin, Suzanne	Special Projects	09/23/26	06/30/27
Hirschfield, Raina	Campus Patrol	08/17/26	06/30/27
Juarez Negrete, Miriam	Health Services Assistant	09/14/26	06/30/27
Kazaryan, John	Campus Patrol	08/24/26	06/30/27
Macias, David	Campus Patrol	09/01/26	06/30/27
Nanbu, Jon	Campus Patrol	09/01/26	06/30/27
Slav, Alla	Health Services Assistant	09/25/26	06/30/27
Tellez Torres, Jessica	Campus Patrol	07/01/26	06/30/27
Tran, Karen	Clerk I	09/16/26	06/30/27
Yevtukh, Anna	Health Services Assistant	09/14/26	06/30/27

District Office-Sacramento City College

Name	Title	Effective Date	End Date
Mai, Madison	Financial Aid Clerk I	09/01/26	06/30/27

Folsom Lake College

Name	Title	Effective Date	End Date
Aguilera, Karla	Special Projects	08/25/26	06/30/27
Anderson, Kayla	Reader/Tutor II	07/01/26	06/30/27
Bradley, Derek	Student Support Specialist	09/25/26	06/30/27
Cole, Amanda	Reader/Tutor II	08/25/26	06/30/27
Crandall, Hunter	Special Projects	08/25/26	06/30/27
Deckard, Heather	Special Projects	09/01/26	06/30/27
Farrell, Patrick	Reader/Tutor I	09/25/26	06/30/27
Garcia, Cindy	Student Support Assistant	08/25/26	06/30/27
Hong, Julie	Clerk I	08/25/26	06/30/27
Lane, Heath	Assistant Coach	08/25/26	06/30/27
LeMasters, India	Special Projects	08/25/26	06/30/27

Name	Title	Effective Date	End Date
Macisaac, Sydney	Student Support Assistant	09/25/26	06/30/27
Mahyar, Mohammad Zubair	Reader/Tutor I	08/25/26	06/30/27
Maldonado Conejo, Andres	Student Support Specialist	08/25/26	06/30/27
Manivong, Mason	Clerk II	08/25/26	06/30/27
Msechu, James	Reader/Tutor I	08/25/26	06/30/27
Quintal, Antoinette	Art Model	07/01/26	06/30/27
Rice, Jared	Special Projects	09/01/26	06/30/27
Rios, Maarten	Instructional Assistant	08/25/26	06/30/27
Romero, Benjamin	Special Projects	09/01/26	06/30/27
Rowe, Eliza	Reader/Tutor I	07/25/26	06/30/27
Sant, Christopher	Special Projects	09/08/26	06/30/27
Saunders, Krystal	Reader/Tutor I	07/01/26	06/30/27
Scerbani, Alexandra	Clerk III	08/25/26	06/30/27
Schloss, Derrick	Special Projects	08/25/26	06/30/27
Simpson, Leonard	Special Projects	08/25/26	06/30/27
Tuladhar, Yukta	Clerk I	08/25/26	06/30/27
Villegas, Aurelio	Assistant Coach	08/25/26	06/30/27

Sacramento City College

Name	Title	Effective Date	End Date
Alsaedi, Hanaa	Special Projects	08/25/26	06/30/27
Arant, Rebecca	Special Projects	09/10/26	06/30/27
Bobbitt-Byars, Isaiah	Clerk I	08/25/26	06/30/27
Boseman, Tamarra	Special Projects	08/05/26	06/30/27
Chavez, Louis	Special Projects	09/01/26	06/30/27
Chen, Andrew	Instructional Assistant	08/21/26	06/30/27
Covarrubias, Julissa	Special Projects	08/05/26	06/30/27
Deanda, Elijah	Instructional Assistant	08/25/26	06/30/27
Figueroa, Jasmine	Special Projects	08/05/26	06/30/27
Gage, Kristin	Library Technician	08/25/26	06/30/27
Groves, Zachary	Assistant Coach	08/27/26	06/30/27
Kelley, Gabriella	Special Projects	08/05/26	06/30/27
Lopez, Diego	Special Projects	08/25/26	06/30/27
Lopez, Maria	Student Support Specialist	09/25/26	06/30/27
Mack, Carson	Assistant Coach	08/28/26	06/30/27
Mandella, Sophia	Clerk I	08/25/26	06/30/27
Manfredinni, Jean	Clerk I	08/22/26	06/30/27
Mansouri, Zahra	Special Projects	08/05/26	06/30/27
Martinez, Paul	Special Projects	08/25/26	06/30/27
Martinez, Rebekah	Instructional Assistant	09/08/26	06/30/27
Mendoza, Yadira	Special Projects	08/05/26	06/30/27
Metran, Christian	Special Projects	08/25/26	06/30/27
Mitchell, Bailey	Clerk I	08/25/26	06/30/27
Montanez, Rosacelia	Clerk I	08/25/26	06/30/27
Montgomery, Roseanna	Special Projects	08/25/26	06/30/27
Morris, Keegan	Instructional Assistant	08/28/26	06/30/27

Name	Title	Effective Date	End Date
Morrison Rieck, Alexis	Assistant Athletic Trainer	09/11/26	06/30/27
Moua, Tammy	Student Support Specialist	08/25/26	06/30/27
Murillo, Angelicia	Special Projects	08/05/26	06/30/27
Murillo, Sonia	Special Projects	08/05/26	06/30/27
Myers, Justin	Instructional Assistant	09/01/26	06/30/27
Ontiveros, Rosaisela	Student Support Assistant	08/25/26	06/30/27
Padilla-Jimenez, Liliana	Special Projects	08/05/26	06/30/27
Popal, Parnian	Clerk III	08/25/26	06/30/27
Quinn Berry, Johni	Clerk I	08/25/26	06/30/27
Ramirez, Melanie	Special Projects	08/05/26	06/30/27
Renzo, Romero Valverde	Special Projects	08/25/26	06/30/27
Robarts, Andrew	Special Projects	09/02/26	06/30/27
Rose Jr., Michael	Administrative Assistant I	09/14/26	06/30/27
Sabt, Shaimaa	Special Projects	08/05/26	06/30/27
Saleh, Munther	Clerk I	09/01/26	06/30/27
Scholz, Ramona	Special Projects	08/25/26	06/30/27
Senegal, Cody	Special Projects	08/05/26	06/30/27
Sharpe, Norma	Special Projects	08/05/26	06/30/27
Smith, Erick	Clerk I	08/25/26	06/30/27
Smith, Storm	Instructional Assistant	08/25/26	06/30/27
Sommer, Brianna	Clerk I	08/25/26	06/30/27
Sommer, Cynthia	Clerk II	08/25/26	06/30/27
Thornton, Cynthia	Special Projects	08/05/26	06/30/27
Todd, Elizabeth	Clerk I	08/25/26	06/30/27
Topete, Jolie	Special Projects	08/25/26	06/30/27
Vang, Sandy	Special Projects	08/05/26	06/30/27
Vera, Lissethe	Clerk I	08/25/26	06/30/27
Xiong, Lu	Special Projects	08/05/26	06/30/27
Young, Haley	Instructional Assistant	08/25/26	06/30/27
Zlatunich, Shaye	Clerk I	08/25/26	06/30/27

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES **DATE:** October 14, 2026

SUBJECT:	Sacramento City College: Naming of the Student Center to the Mary Steward Student Center	ATTACHMENT: None	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 1, 5	
AGENDA ITEM:	Action Item A	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Albert Garcia, President, Sacramento City College	CONSENT/ROUTINE	
		FIRST READING	
APPROVED FOR CONSIDERATION:	Torence Powell, Chancellor	ACTION	X
		INFORMATION	

BACKGROUND:
Dr. Jay Solnick, Professor Emeritus at the UC Davis School of Medicine, has committed a $1 million multi-year pledge to the Los Rios Colleges Foundation in memory of his late wife, Mary Steward. Mary was a tenured professor in Sacramento City College's Reading Department who dedicated her career to supporting student literacy and educational opportunity. In recognition of Dr. Solnick's significant philanthropic commitment and Mary's legacy at SCC, the Student Center is proposed to be named the "Mary Steward Student Center."

The gift continues Jay and Mary's longstanding commitment to Sacramento City College (SCC) students. In 2015, the couple established an endowment to support SCC students during their time at the College. That endowment is now fully funded and actively supporting students.

Dr. Solnick's new $1 million commitment will establish the SCC Steward Solnick Family Transfer Scholarship Endowment, extending that support to students as they transition from SCC to four-year institutions. The endowment will provide selected transfer students with $10,000 total over their junior and senior years to help address financial barriers that can arise after transfer. This is the largest scholarship donation the Foundation has received from a living donor.

STATUS:
The Student Center at Sacramento City College serves as a central hub for student life and engagement. Located within the core campus quad, the Center serves more than 20,000 students annually and brings together student government, student organizations, campus dining, and academic and student support services.

Naming this central hub after Mary Steward creates a lasting connection between her lifelong work in the classroom and the daily experience of students on campus. As a dedicated educator who mentored students and championed their academic journeys, Mary embodied the spirit of student

support. Placing her name on this center of student life honors her legacy and reflects Sacramento City College's commitment to supporting students throughout their educational journeys.

In recognition of Dr. Solnick's pledge and Mary Steward's legacy as an educator and mentor, Sacramento City College requests approval to name the facility the "Mary Steward Student Center."

CONSIDERATIONS:
The proposed naming is consistent with the following provisions of Board Policy 8431, Naming of Facilities and Areas:

2.1.2 The Board of Trustees reserves to itself the authority to approve recommended namings for buildings and major portions of buildings; stadiums, arenas, athletic fields, and other highly visible facilities and properties (each a "Major Facility").

- The Student Center is a primary campus facility and a highly visible hub for student life and engagement. Given its central location, significant student use, and prominent role on the SCC campus, the proposed naming is being treated as a Major Facility naming under BP 8431 and is therefore being brought forward to the Board of Trustees for approval.

2.2 The Los Rios Colleges Foundation (Foundation) does not have the authority to approve naming proposals. Instead, the Foundation is expected to and shall make naming recommendations in connection with its philanthropic activities, to the Board of Trustees, Chancellor, or College Presidents, depending on who has authority to approve the type of naming at issue, consistent with the requirements of this Policy.

- The Los Rios Colleges Foundation recommends the naming of the Student Center in recognition of Dr. Jay Solnick's $1 million philanthropic commitment to support SCC transfer students and honor the legacy of Mary Steward.

3.5 When the Board of Trustees, Chancellor, or a President is considering a naming proposal, they shall consider, among other things: whether the proposed naming would lend prestige to the District, College, staff, students, and community; the credentials, character, and reputation of the person; and the person's contribution, including any monetary donations to support the District or its Colleges; and any potential costs associated with the naming.

- Mary Steward was a tenured faculty member in Sacramento City College's Reading Department who dedicated her career to supporting students and their educational success. Dr. Jay Solnick is Professor Emeritus at the UC Davis School of Medicine. The proposed naming recognizes Mary's service to SCC and the couple's longstanding philanthropic commitment to expanding educational opportunity for SCC students.

4.2.1 The significance of the proposed donation in contributing to the success or realization of a capital campaign, construction project, or other fundraising related project.

- Dr. Solnick's $1 million pledge represents a significant individual scholarship commitment to Sacramento City College and the Los Rios Colleges Foundation. The gift establishes a permanent endowment designed to support SCC students after transfer to four-year

institutions, helping address financial barriers during the final years of their undergraduate education.

RECOMMENDATION:

It is recommended that the Board of Trustees approve the naming of the Student Center at Sacramento City College as the "Mary Steward Student Center," in recognition of Dr. Jay Solnick's transformational $1 million gift to establish the SCC Steward Solnick Family Transfer Scholarship Endowment and in honor of Mary Steward's legacy of service to Sacramento City College students.

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES **DATE:** October 14, 2026

SUBJECT:	Folsom Lake College: Naming of Stage One at the Harris Center to the UC Davis Health Stage	ATTACHMENT: Yes	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 1,4,5	
AGENDA ITEM:	Action Item B	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Art Pimentel, President Folsom Lake College	CONSENT/ROUTINE	
		FIRST READING	
APPROVED FOR CONSIDERATION:	Torence Powell, Chancellor	ACTION	X
		INFORMATION	

BACKGROUND:
UC Davis Health is Northern California's academic health center and is expanding its presence in the Folsom community through its new Folsom health campus. UC Davis Health has pledged $500,000, payable at $100,000 annually over five years, to support Folsom Lake College's Harris Center for the Arts. In recognition of this significant philanthropic commitment, Stage One is proposed to be named the "UC Davis Health Stage" for a five-year term covering the 2026–27 through 2030–31 performing arts seasons.

The gift supports the current Harris Center Refresh Campaign, which is updating the facility after 15 years of student, community, and professional programming. Campaign priorities include improvements to seating, carpeting, lighting, concessions, and other public areas and amenities. Beyond the Refresh Campaign, the gift will provide ongoing operating support for the Harris Center. Stage One is the Harris Center's principal performance venue and the only performance space in the Center that was not named during the facility's original construction. The proposed naming provides an opportunity to recognize UC Davis Health's significant investment in Folsom Lake College, the Harris Center, and the broader Folsom community.

STATUS:
Since opening in 2011, Folsom Lake College's Harris Center for the Arts has served Folsom and the surrounding region and now welcomes more than 125,000 performing arts patrons each year. The Center is a vibrant hub for students and the community, providing Folsom Lake College students with opportunities in music, dance, visual arts, theater, stagecraft, stage technology, transfer education, and career and technical education, as well as employment opportunities in theater and the performing arts.

Stage One is the Center's largest and most prominent performance venue, hosting Folsom Lake College student productions, community arts organizations, professional touring artists, and Broadway productions. Its visibility extends beyond the physical facility through performances, ticketing, marketing, and other promotional activities.

UC Davis Health's investment in the Harris Center creates a connection between two institutions committed to education, community vitality, and the well-being of the region they serve. The relationship also creates opportunities for connections between UC Davis Health and Los Rios students, including potential educational, employment, and arts collaborations. Its support will help sustain and improve a performing arts facility that serves Folsom Lake College students and the broader community.

In recognition of UC Davis Health's $500,000 philanthropic commitment, Folsom Lake College requests approval to name Stage One the "UC Davis Health Stage" for a five-year term.

CONSIDERATIONS:
The proposed naming is consistent with the following provisions of Board Policy 8431, Naming of Facilities and Areas:
2.1.2 The Board of Trustees reserves to itself the authority to approve recommended namings for buildings and major portions of buildings; stadiums, arenas, athletic fields, and other highly visible facilities and properties (each a "Major Facility").

- Although Stage One is an interior space within the Harris Center, it is the Center's principal performance venue, and its name will have significant public visibility through performances, ticketing, marketing, and other promotional activities. Given the unique public-facing nature and visibility of this naming, the proposed naming is being treated as a Major Facility naming under BP 8431 and is therefore being brought forward to the Board of Trustees for approval.

2.2 The Los Rios Colleges Foundation (Foundation) does not have the authority to approve naming proposals. Instead, the Foundation is expected to and shall make naming recommendations in connection with its philanthropic activities, to the Board of Trustees, Chancellor, or College Presidents, depending on who has authority to approve the type of naming at issue, consistent with the requirements of this Policy.

- The Los Rios Colleges Foundation recommends the naming of Stage One in recognition of UC Davis Health's $500,000 philanthropic commitment to support the Harris Center.

3.5 When the Board of Trustees, Chancellor, or a President is considering a naming proposal, they shall consider, among other things: whether the proposed naming would lend prestige to the District, College, staff, students, and community; the credentials, character, and reputation of the person; and the person's contribution, including any monetary donations to support the District or its Colleges; and any potential costs associated with the naming.

- UC Davis Health is Northern California's academic health center and is expanding its presence in the Folsom community through its new Folsom health campus. Its $500,000 commitment represents a significant investment in the Harris Center and Folsom Lake College. The relationship also creates opportunities for connections between UC Davis Health and Los Rios students, including potential educational, employment, and arts collaborations.

4.2.1 The significance of the proposed donation in contributing to the success or realization of a capital campaign, construction project, or other fundraising related project.

- UC Davis Health's $500,000 commitment supports the current Harris Center Refresh Campaign, which is addressing facility needs following 15 years of student, community, and professional programming. Campaign priorities include improvements to seating, carpeting, lighting, concessions, and other public areas and amenities. Beyond the Refresh Campaign, the gift will provide ongoing operating support for the Harris Center.

4.4 Namings after corporations, businesses, or other commercial entities (whether operated for profit or not) may only be approved in connection with a significant donation to support the District or its Colleges. Any such naming after a corporation, business or other commercial entity must be limited to a defined number of years.

- UC Davis Health's $500,000 commitment represents a significant donation in support of Folsom Lake College and the Harris Center. In recognition of the commitment, the proposed naming of Stage One as the "UC Davis Health Stage" would be for a defined five-year term, covering the 2026–27 through 2030–31 performing arts seasons.

RECOMMENDATION:
It is recommended that the Board of Trustees approve the naming of Stage One at Folsom Lake College's Harris Center for the Arts as the "UC Davis Health Stage" for a five-year term covering the 2026–27 through 2030–31 performing arts seasons, in recognition of UC Davis Health's $500,000 philanthropic commitment to support the Harris Center at Folsom Lake College.

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES **DATE:** October 14, 2026

SUBJECT:	Revised Management Salary Schedules for CalPERS Compliance	ATTACHMENT: Yes	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 5	
AGENDA ITEM:	Action Item C	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Mario Rodriguez, Executive Vice Chancellor, Finance and Administration	CONSENT/ROUTINE	
		FIRST READING	
APPROVED FOR CONSIDERATION:	Torence Powell, Chancellor	ACTION	X
		INFORMATION	

BACKGROUND:
As a contracting agency of CalPERS, the Los Rios Community College District is subject to statutory and regulatory requirements that govern whether compensation is reportable for pension calculation purposes. The Public Employees' Retirement Law ("PERL"), the Public Employees' Pension Reform Act of 2013 ("PEPRA"), and related regulations codified in the California Code of Regulations ("CCR") require that contracting agencies must accurately reflect information related to compensation items in publicly available documentation approved by the Board of Trustees.

Base salary must be contained in a publicly available pay schedule which meets the requirements of Title 2 CCR section 570.5 for classic members, and section 571.1(a)(4) for PEPRA members as follows:

- Has been duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meeting laws;
- Identifies the position title for every employee position;
- Shows the pay rate for each identified position, which may be state as a single amount or as multiple amounts within a range;
- Indicates the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly, or annually;
- Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;
- Indicates an effective date and date of any revisions;
- Is retained by the employer and available for public inspection for not less than five years; and
- Does not reference another document in lieu of disclosing the pay rate.

On or around August 2024, CalPERS initiated a compliance review for District retirees and determined that temporary upgrade pay was not currently in compliance for management employees. During that review, CalPERS also identified that the District's management salary schedules for Fiscal Years 2021-22, 2022-23, and 2023-24 did not appropriately list specific position titles for safety classifications, and that

the District's salary schedules for Fiscal Year 2024-25 did not appropriately convey the salary range change for the Police Chief position. The related salary ranges for those position titles were therefore not properly conveyed on a publicly available pay schedule.

STATUS:
District staff have prepared revised management salary schedules that address the issues flagged by CalPERS and comply with other CalPERS requirements. The revised management salary schedules were reviewed by CalPERS with respect to the addition of the Police Chief position title on all revised salary schedules, and were confirmed as compliant.

In CalPERS' last response, they also indicated that the Police Captain position title should be included on the salary schedules. District staff identified the related salary ranges for each fiscal year and the corresponding additions have been made to the revised management salary schedules. Due to the narrow scope of the additional changes, and in the interest of efficiency, the revised management salary schedules with only the addition of the Police Captain position title have not been reviewed by CalPERS. However, District special counsel has reviewed the revised management salary schedules and confirmed they are in compliance with the PERL.

RECOMMENDATION:
It is recommended that the Board of Trustees approve the revised management salary schedules.

HOME

Los Rios Community College District

2021-22 Interim

Management Salary Schedule

Full Time Annual

Includes an advanced continuing improvement of 4%

DRAFT

Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	+ 10 Yr. Long. Based on Step 5	+ 15 Yr. Long. Based on Step 5	+ 20 Yr. Long. Based on Step 5	+ 20 Yr. Long. & Dr. Based on Step 5
Deputy Chancellor (679)	**C**	234,086	238,768	243,543	248,414	253,382	263,517	274,058	279,539	283,062
Vice Chancellor/ College President (679)	**B**	216,875	221,213	225,637	230,150	234,753	244,143	253,909	258,987	262,510
Assoc. Vice Chancellor/ General Counsel (679)	**A**	185,364	189,071	192,852	196,709	200,644	208,669	217,016	221,357	224,880
Director/Manager I/ Vice President (674)	**1**	161,567	164,798	168,094	171,456	174,885	181,881	189,156	192,939	196,462
Director/Manager II/ Assoc. VP/ Chief of Police (672)	**2**	151,491	154,521	157,611	160,763	163,978	170,538	177,359	180,906	184,429
Director/Manager III/ Dean (670)	**3**	142,043	144,884	147,781	150,737	153,752	159,902	166,298	169,624	173,147
Director/Manager IV/ Assoc. Dean (668)	**4**	133,184	135,848	138,565	141,336	144,163	149,929	155,927	159,045	162,568
Director/Manager V Police Captain (664)	**5**	115,547	117,858	120,215	122,619	125,072	130,075	135,278	137,983	141,506
Director/Manager VI (663)	**6**	108,341	110,508	112,718	114,972	117,272	121,962	126,841	129,378	132,901
Director/Manager VII (662)	**7**	99,746	101,741	103,776	105,851	107,968	112,287	116,778	119,114	122,637
Director/Manager VIII (665)	**8**	93,525	95,396	97,304	99,250	101,235	105,284	109,495	111,685	115,208
Director/Manager IX (669)	**9**	87,692	89,446	91,235	93,060	94,921	98,718	102,667	104,720	108,243
Director/Manager X (675)	**10**	82,223	83,868	85,545	87,256	89,001	92,561	96,264	98,189	101,712

Educational Stipend: An educational stipend of $3,523 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.

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

An Additional 2% (10.323%) increment will be awarded after 20 years.

The second and third longevity increments will be based on current step placement plus previously earned longevity increments (rate compounded).

For Ranges A&B, equivalent full-time service outside of the District will be considered for longevity increment based on a determination from Human Resources.

Effective: July 1, 2021

Board Approved: August 11, 2021

Board Revised: October 14, 2026

Los Rios Community College District

HOME

2022-2023

Management Salary Schedule

Full Time Annual

Includes a continuing improvement of 6.5%

DRAFT

Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	+ 10 Yr. Long. Based on Step 5	+ 15 Yr. Long. Based on Step 5	+ 20 Yr. Long. Based on Step 5	+ 20 Yr. Long. & Dr. Based on Step 5
Deputy Chancellor/ Executive Vice Chancellor (679)	**C**	249,301	254,287	259,373	264,561	269,852	280,646	291,872	297,709	301,461
Vice Chancellor/ College President/ Chief Contract Manager (679)	**B**	230,972	235,592	240,304	245,110	250,012	260,012	270,413	275,821	279,573
Assoc. Vice Chancellor/ General Counsel (679)	**A**	197,412	201,361	205,388	209,496	213,685	222,233	231,122	235,745	239,497
Director/Manager I/ Vice President (674)	**1**	172,069	175,510	179,020	182,601	186,253	193,703	201,451	205,480	209,232
Director/Manager II/ Assoc. VP/ Chief of Police (672)	**2**	161,338	164,564	167,856	171,213	174,637	181,622	188,887	192,665	196,417
Director/Manager III/ Dean (670)	**3**	151,276	154,301	157,387	160,535	163,746	170,295	177,107	180,649	184,401
Director/Manager IV/ Assoc. Dean (668)	**4**	141,841	144,678	147,572	150,523	153,534	159,675	166,062	169,383	173,135
Director/Manager V Police Captain (664)	**5**	123,057	125,519	128,029	130,590	133,201	138,529	144,071	146,952	150,704
Director/Manager VI (663)	**6**	115,383	117,691	120,044	122,445	124,894	129,890	135,086	137,787	141,539
Director/Manager VII (662)	**7**	106,229	108,354	110,521	112,732	114,986	119,586	124,369	126,856	130,608
Director/Manager VIII (665)	**8**	99,604	101,596	103,628	105,701	107,815	112,128	116,613	118,945	122,697
Director/Manager IX (669)	**9**	93,392	95,260	97,165	99,109	101,091	105,135	109,340	111,527	115,279
Director/Manager X (675)	**10**	87,568	89,319	91,106	92,928	94,786	98,578	102,521	104,571	108,323

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.

Educational Stipend: An educational stipend of $3,752 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.

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

An Additional 2% (10.323%) increment will be awarded after 20 years.

The second and third longevity increments will be based on current step placement plus previously earned longevity increments (rate compounded).

For Ranges A, B, & C, equivalent full-time service outside of the District will be considered for longevity increment based on a determination from Human Resources department.

Effective: July 1, 2022

Board revised: October 19, 2022

Board Revised: October 14, 2026

LOS RIOS COMMUNITY COLLEGE DISTRICT

2023-2024

Management Salary Schedule

DRAFT

Title (Job Code)	Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5
Deputy Chancellor/ Executive Vice Chancellor (679)	**C**	Annual	266,752.51	272,087.56	277,529.31	283,079.90	288,741.50
		Monthly	22,229.38	22,673.96	23,127.44	23,589.99	24,061.79
Vice Chancellor/College President/ Chief Contract Manager (679)	**B**	Annual	247,140.36	252,083.17	257,124.83	262,267.33	267,512.68
		Monthly	20,595.03	21,006.93	21,427.07	21,855.61	22,292.72
Associate Vice Chancellor/ General Counsel ~~Chief of Police~~ (679)	**A**	Annual	211,231.25	215,455.88	219,765.00	224,160.30	228,643.51
		Monthly	17,602.60	17,954.66	18,313.75	18,680.03	19,053.63
Director/Manager I/ Vice President (674)	**1**	Annual	184,113.67	187,795.94	191,551.86	195,382.90	199,290.56
		Monthly	15,342.81	15,649.66	15,962.66	16,281.91	16,607.55
Director/Manager II/ Associate Vice President/ Chief of Police (672)	**2**	Annual	172,631.26	176,083.89	179,605.57	183,197.68	186,861.63
		Monthly	14,385.94	14,673.66	14,967.13	15,266.47	15,571.80
Director/Manager III/ Dean (670)	**3**	Annual	161,864.96	165,102.26	168,404.31	171,772.40	175,207.85
		Monthly	13,488.75	13,758.52	14,033.69	14,314.37	14,600.65
Director/Manager IV/ Associate Dean (668)	**4**	Annual	151,770.12	154,805.52	157,901.63	161,059.66	164,280.86
		Monthly	12,647.51	12,900.46	13,158.47	13,421.64	13,690.07
Director/Manager V Police Captain (664)	**5**	Annual	131,671.50	134,304.93	136,991.03	139,730.85	142,525.47
		Monthly	10,972.63	11,192.08	11,415.92	11,644.24	11,877.12
Director/Manager VI (663)	**6**	Annual	123,459.70	125,928.89	128,447.47	131,016.42	133,636.75
		Monthly	10,288.31	10,494.07	10,703.96	10,918.04	11,136.40
Director/Manager VII (662)	**7**	Annual	113,665.48	115,938.79	118,257.57	120,622.72	123,035.17
		Monthly	9,472.12	9,661.57	9,854.80	10,051.89	10,252.93
Director/Manager VIII (665)	**8**	Annual	106,576.64	108,708.17	110,882.33	113,099.98	115,361.98
		Monthly	8,881.39	9,059.01	9,240.19	9,425.00	9,613.50
Director/Manager IX (669)	**9**	Annual	99,929.90	101,928.50	103,967.07	106,046.41	108,167.34
		Monthly	8,327.49	8,494.04	8,663.92	8,837.20	9,013.95
Director/Manager X (675)	**10**	Annual	93,697.70	95,571.65	97,483.08	99,432.74	101,421.39
		Monthly	7,808.14	7,964.30	8,123.59	8,286.06	8,451.78

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.

2023-24 payrates include a continuing improvement of 7% above base payrates for 2022-23.

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.
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An Additional increment of 2% (14.736%) will be awarded after 25 years.
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For Ranges A, B and C, 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 Contract Manager, Associate Vice Chancellor, General Counsel, 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 $4,014.64.

Effective: July 1, 2023

Board approved: August 9, 2023

Board Revised: October 14, 2026

LOS RIOS COMMUNITY COLLEGE DISTRICT
2024-2025
Management Salary Schedule
DRAFT

Title (Job Code)	Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5
Deputy Chancellor/ Executive Vice Chancellor (687*)	**C**	Annual	277,422.61	282,971.06	288,630.48	294,403.09	300,291.15
		Monthly	23,118.55	23,580.92	24,052.54	24,533.59	25,024.26
Vice Chancellor/College President/ Chief Counsel/Officer/Police Chief (686)**	**B**	Annual	257,025.95	262,166.47	267,409.80	272,758.00	278,213.16
		Monthly	21,418.83	21,847.21	22,284.15	22,729.83	23,184.43
Associate Vice Chancellor/ Chief of Police hired on or after August 1, 2024* (679)**	**A**	Annual	219,680.49	224,074.10	228,555.58	233,126.69	237,789.22
		Monthly	18,306.71	18,672.84	19,046.30	19,427.22	19,815.77
Director/Manager I/ Vice President/Deputy General Counsel** (674)**	**1**	Annual	191,478.21	195,307.77	199,213.93	203,198.21	207,262.17
		Monthly	15,956.52	16,275.65	16,601.16	16,933.18	17,271.85
Director/Manager II/ Associate Vice President/ Chief of Police hired on or before July 31, 2024 (672)	**2**	Annual	179,536.51	183,127.24	186,789.78	190,525.58	194,336.09
		Monthly	14,961.38	15,260.60	15,565.82	15,877.13	16,194.67
Director/Manager III/ Dean (670)	**3**	Annual	168,339.56	171,706.35	175,140.48	178,643.29	182,216.16
		Monthly	14,028.30	14,308.86	14,595.04	14,886.94	15,184.68
Director/Manager IV/ Associate Dean (668)	**4**	Annual	157,840.93	160,997.75	164,217.70	167,502.05	170,852.09
		Monthly	13,153.41	13,416.48	13,684.81	13,958.50	14,237.67
Director/Manager V/ Police Captain*** (664)**	**5**	Annual	136,938.36	139,677.13	142,470.67	145,320.08	148,226.48
		Monthly	11,411.53	11,639.76	11,872.56	12,110.01	12,352.21
Director/Manager VI (663)	**6**	Annual	128,398.08	130,966.04	133,585.36	136,257.07	138,982.21
		Monthly	10,699.84	10,913.84	11,132.11	11,354.76	11,581.85
Director/Manager VII (662)	**7**	Annual	118,212.10	120,576.34	122,987.87	125,447.63	127,956.58
		Monthly	9,851.01	10,048.03	10,248.99	10,453.97	10,663.05
Director/Manager VIII (665)	**8**	Annual	110,839.71	113,056.50	115,317.63	117,623.98	119,976.46
		Monthly	9,236.64	9,421.38	9,609.80	9,802.00	9,998.04
Director/Manager IX (669)	**9**	Annual	103,927.10	106,005.64	108,125.75	110,288.27	112,494.04
		Monthly	8,660.59	8,833.80	9,010.48	9,190.69	9,374.50
Director/Manager X (675)	**10**	Annual	97,445.60	99,394.51	101,382.40	103,410.05	105,478.25
		Monthly	8,120.47	8,282.88	8,448.53	8,617.50	8,789.85

*Job Code change for Range C from 679 to 687

**Title change for Range B from Chief Contract Manager to Chief Counsel/Officer and Job Code change from 679 to 686

***Title change for Range A to delete General Counsel

****Title change for Range 1 to add Deputy General Counsel

*****Title change for Range 5 to add Police Captain

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.

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Effective: July 1, 2024
Board approved: August 14, 2024
Board Revised: November 13, 2024
Board Revised: October 14, 2026

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES **DATE:** October 14, 2026

SUBJECT:	Contract Award: Districtwide Striping Project	ATTACHMENT: None	
		ENCLOSURE: None	
AGENDA ITEM:	Action Item D	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Mario Rodriguez, Vice Chancellor Finance and Administration	CONSENT/ROUTINE	
		FIRST READING	
APPROVED FOR CONSIDERATION:	Torence Powell, Chancellor	ACTION	X
		INFORMATION	

BACKGROUND:
The Districtwide Paint Striping Project will refresh and restore faded, degraded pavement markings across various district facilities. The newly applied high-visibility striping will improve overall safety and traffic flow for students, staff, and visitors by providing clear visual navigation and strictly defined parking and pedestrian zones.

The scope of work consists of, but is not limited to, the restriping of existing pavement markings, fire lanes, stops, limit lines, arrows, crosswalks, lane lines, and parking stalls in the locations identified in the drawings provided. The project also ensures compliance with fire codes, accessible parking mandates, and pedestrian safety guidelines across the district.

STATUS:
The plans and specifications for Bid 27000 were publicly advertised for bids. Bidders were asked to provide a total bid, and 1 responsive bid was received.

Contractor Name	Base Bid	Total Bid
Action Asphalt	$826,495.00	$826,495.00

RECOMMENDATION:
It is recommended that the Board of Trustees award the contract for Bid 27000 to Action Asphalt for a base bid award of $826,495.00.

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES **DATE:** October 14, 2026

SUBJECT:	Sacramento City College Undergraduate Research Initiative	ATTACHMENT: None	
		ENCLOSURE: None	
		STRATEGIC PLAN GOAL(S): 3	
AGENDA ITEM:	Information Item A	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Albert Garcia, President	CONSENT/ROUTINE	
		FIRST READING	
APPROVED FOR CONSIDERATION:	Torence Powell, Chancellor	ACTION	
		INFORMATION	X

BACKGROUND:
The Sacramento City College Undergraduate Research Initiative (SCCURI) takes students beyond their classrooms, connecting them with faculty on meaningful research-based academic work. It offers them hands-on learning experiences, deepening their understanding of academic concepts and giving them an opportunity to apply those concepts in real-life situations. As an equity strategy, SCCURI helps students develop their interest in STEM, strengthen their sense of belonging, and persist toward STEM degree completion.

Students involved in SCCURI have the opportunity to strengthen their skills in experimentation, analysis, collaboration, and communication as they work with professors and peers. SCC also hosts a biennial undergraduate research conference at which students can present their research via poster board and oral presentations. Overall, this initiative offers students research opportunities that are typically available only to upper classmen and graduate students at four-year universities, thereby making SCC students stronger transfer applicants.

STATUS:
Sacramento City College will present an overview of the Sacramento City College Undergraduate Research Initiative (SCCURI)

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