M I N U T E S

ANNUAL ORGANIZATIONAL MEETING
AND
REGULAR MEETING OF BOARD OF TRUSTEES
SANTA BARBARA COMMUNITY COLLEGE DISTRICT

December 11, 1980

3:00 p.m. - EXECUTIVE SESSION
Room A-151

4:00 p.m. - REGULAR SESSION
Room A-211
Administration Building
Santa Barbara City College
Santa Barbara, California

1. GENERAL FUNCTIONS

1.1 CALL TO ORDER

The annual organizational and regular meeting of the Board of
Trustees of the Santa Barbara Community College District was called
to order by President Joyce Powell on Thursday, December 11, 1980
at 4:00 p.m. in Room A-211, Administration Building, Santa Barbara
City College, Santa Barbara, California.

The regular meeting was preceded by an executive session.
See details under Item 1.4.

1.2 ROLL CALL

Members present:

Mrs. Joyce Powell, President
Mr. Eli Luria, Vice-President
Mrs. Kathryn O. Alexander
Dr. Joe W. Dobbs
Mr. Sidney R. Frank (left at 6:15 p.m.)
Mr. Benjamin P.J. Wells
Mr. Robert Creenan, Student Member

Members absent:

Mr. Gary R. Ricks

Others present for all or a part of the meeting:

Dr. David Mertes, Superintendent/President and Secretary/
Clerk to the Board of Trustees
Mr. Charles Hanson, Business Manager and Asst. Secretary/
Clerk to the Board of Trustees
Dr. Martin Bobgan, Administrative Dean, Continuing Education
Dr. Alfred Silvera, Administrative Dean, Student Services
1. GENERAL FUNCTIONS - continued:

1.2 ROLL CALL - continued:

Others present for all or part of the meeting - continued:

Mr. Tim Eastwood, THE CHANNELS, Photographer
Mr. Glenn Gaston, President, Academic Senate
Miss Valerie Greer, THE CHANNELS, Reporter
Miss Sharon Jones, THE CHANNELS, Reporter
Mr. Jim Williams, College Information Officer

Mr. Ronald Adler, Asst. Prof., Speech Department
Mr. Henry H. Bagish, Prof., Sociology/Anthropology
Dr. Joseph A. Bagnall, Asst. Dean, Continuing Education
Dr. A.M. Bailon, Asst. Dean, Continuing Education
Mrs. Betty Bartels, Principal Clerk, Fac. & Oper.
Dr. Kenneth Berry, Coordinator, Media Services
Mr. John Bowman, Instructors Association
Mr. Stephen Burton, Custodian (appointee), Fac. & Oper.
Dr. Robert Caster, Prof., Political Science
Mrs. Terry Cordingly, Lab. Teach. Asst. (appointee), Health Tech.
Ms. Caitlin Dunn, SBCC Student
Mrs. Lucille Dungan, Secretary, CSEA
Mr. James Edmondson, Assoc. Prof., Mathematics
Mr. John Eggler, Assoc. Prof., American Ethnic Studies
Mr. Isidor Elias, Assoc. Prof., Physics
Mr. Frank Esbarza, Counselor, Counseling & Guidance
Dr. Timothy Fetler, Prof., Philosophy/Social Science
Mr. Gerald Floyd, Counselor, Counseling & Guidance
Dr. John Forsyth, Prof., Spanish
Mr. John R. Fox, Continuing Education Instructors Assn.
Dr. George Frakes, Prof., History
Ms. M'Liss Garza, Asst. Librarian, Library
Ms. Marie Gressel, Prof., Secretarial Science
Mr. Roy Hackbert, Continuing Education Instructors Assn.
Mrs. Diane Handloser, Assoc. Prof., Art
Mrs. Myrna Harker, Assoc. Prof., Secretarial Science
Mrs. Rita Harrington, CSEA, Reporter
Dr. Joanne Hendrick, Prof., Nursery School
Ms. Zoe Iverson, Director, Children's Center
Ms. Evanne Jardine, Prof., English/Journalism
Dr. John Kay, Instructors Association
Mr. Jerry Korfas, Counselor, Counseling & Guidance
Mr. Edward H. Leska, Prog. Analyst, Computer Center
Mr. Burton P. Miller, Admin. Asst. to the Superintendent/President
Ms. Claudia Mitchell, Assoc. Prof., Nursing Program

continued on next page...
1. GENERAL FUNCTIONS - continued:

1.2 ROLL CALL - continued:

Others present for all or part of the meeting:

- Mr. John O'Dea, Professor, Business Administration
- Mr. Kevin O'Keefe, SBCC Student
- Mr. Dan Oroz, Director, Personnel Department
- Ms. Dianne Oroz, SBCC Student
- Ms. Marie-har Owens, SBCC Student
- Dr. Myron D. Rice, Prof., Mktg/Mgmt/Supervision
- Mr. R. Dennis Ringer, Assoc. Prof., Soc/Anthro/Nat.Am.Studies
- Mr. John Romo, Asst. Dean, Instructional Operations
- Ms. Virginia Rowley, Head Librarian, Library
- Dr. Richard M. Sanchez, Asst. Dean, Educ. Plan. & Development
- Mr. Ralph Schiferl, Prof., Computer Science
- Mr. Don Seaver, Instructors Association
- Mr. Stanley C. Sofas, Prof., Economics/Geography
- Ms. Jane Spira, Asst. Prof., English/Journalism
- Ms. Dorothy K. Taylor, Citizen
- Mr. Merle Taylor, Prof., Bus. Admin.
- Mr. John Thi, SBCC Student
- Mr. Ronald E. Tveitmo, SBCC Student
- Mr. Jack Van Schaick, Continuing Education Instructors Assn.
- Mrs. E. Brandt, Secretary to the Superintendent/Board of Trustees

1.3 WELCOME

Mrs. Powell extended a cordial welcome to all in the audience.

1.4 EXECUTIVE SESSION

Upon motion of Mrs. Alexander, seconded by Mr. Wells, Mrs. Powell declared the board in executive session at 3:02 p.m. Present in Room A-151 were board members Mrs. Powell, Mr. Luria, Mrs. Alexander, Dr. Dobbs, and Mr. Wells, and the Superintendent/President. Board member Mr. Sidney Frank arrived at 3:45 p.m.

At 3:52 p.m., Dr. Mertes stepped out from the executive session leaving board members in a closed session. At 3:55, Mrs. Alexander and Dr. Dobbs exited to go upstairs to Room A-211, and Dr. Mertes re-entered the executive session.

Upon motion of Mr. Wells, seconded by Mr. Luria, the executive session ended at 3:58 p.m., whereupon all proceeded to the regular meeting room.

Mrs. Powell indicated that personnel matters had been discussed.
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1. GENERAL FUNCTIONS - continued:

1.5 MINUTES OF REGULAR MEETING OF NOVEMBER 13, 1980

Upon motion of Mr. Wells, seconded by Mr. Luria, the minutes of the regular meeting of November 13, 1980 were approved by the Board of Trustees as delivered.

1.6 HEARING OF CITIZENS

Dr. Mertes indicated there were no requests from citizens but a large contingent of faculty members were present in regard to the salary issue (a later agenda item).

1.7 COMMUNICATIONS

a. REPORT BY ACADEMIC SENATE PRESIDENT - Glenn Gaston

Mr. Gaston reported on major issues of concern: one area is the plan for Professional Growth. A committee, chaired by Dr. Sanchez, is composed of members on a college-wide basis and has many activities consolidated under the umbrella of Professional Growth and Development. A funding plan has been submitted to this committee and further progress will be reported.

Another concern is an inequity in salaries for temporary instructors. Representative Council members are discussing the criteria for placement of temporary employees on the long-term substitute basis; the impact on sabbatical leave replacements and the quality of instruction.

A statewide issue is on grading policy and whether community colleges would be mandated to be in conformity with state guidelines.

Also, the issue of graduates and General Education requirements are of concern. Rep Council has established a committee to work with the College Curriculum Committee to ensure faculty input on this issue.

Mrs. Powell thanked him for the quality of information he is presenting.

ADDED:

Dr. Mertes passed around a greeting card from a former student trustee, Steve Zacharias.

ADDED:

Dr. Mertes extended an invitation to all board members to attend the Annual Christmas Tea on Wednesday, December 17, at 2:30 p.m. in the new Coffee Shop.
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1. GENERAL FUNCTIONS - continued:

1.7 COMMUNICATIONS - continued:

ADDED:

Dr. Mertes alerted the board to a current effort being formed for a fund-raiser to build a Performing Arts Center on the West Campus. Members of the Chamber of Commerce and UCSB are interested in participating on a partnership basis. One idea being explored (has been discussed with Facilities Subcommittee) is a mini-conference center which could be turned over to the HRM Department for the hotel part of the program. The board will be kept informed of developments.

ADDED:

Dr. Dobbs reported briefly on the recent Board of Governors meeting. He urged other board members to attend a future meeting. Very important issues are considered at these meetings. Accepted was the metropolitan college in Los Angeles which will administer programs for service personnel. There was great opposition to this as many did not view it as a community college. Another item accepted was new legislation (AB 803) for programs funded through the chancellor's office.

ADDED:

Dr. Mertes indicated that at the last meeting the board adopted a new Interdistrict Agreement with the Ventura District.

Dr. Silvera stated that the new agreement has now been adopted by the Ventura District and it will be effective with the Spring semester. That district will not make any claims against the Santa Barbara District for the 79-80 year.

Also, the three food service employees from City Schools have been notified to contact Admissions for permits.

Mr. Wells commended Dr. Silvera for a "yeoman" job of resolving this issue.

b. REPORT ON COMING EVENTS - Jim Williams

Mr. Jim Williams reported on items of interest scheduled by Santa Barbara City College and its Continuing Education Division and community on-campus activities for the period December 12, 1980 to January 15, 1981, inclusive.
1. GENERAL FUNCTIONS - continued:

1.8 BOARD ACTION REQUIRED IN CONNECTION WITH THE BOARD OF TRUSTEES ORGANIZATIONAL MEETING

a. ELECTION OF PRESIDENT AND VICE-PRESIDENT

Dr. Mertes stated this is the organizational meeting for board members and a President and Vice-President are required to be elected at this meeting. According to policy, the President shall be elected for a one-year term and may succeed himself/herself for one additional year.

Mrs. Alexander stated that Mrs. Powell has done an excellent job as President for the past year. She nominated Mrs. Powell for a second term. There were no other nominations.

Upon motion of Mrs. Alexander, seconded by Mr. Luria, the board unanimously re-elected Mrs. Joyce H. Powell for a second term as President of the Board of Trustees.

Mrs. Powell thanked the board members for their vote of confidence.

Mr. Frank nominated Mr. Luria for a second term as Vice-President stating that Mr. Luria has done an outstanding job both on and off campus.

Upon motion of Mr. Frank, seconded by Mr. Wells, the board unanimously re-elected Mr. Eli Luria for a second term as Vice-President of the Board of Trustees.

Both Mrs. Powell and Mr. Luria were greeted with a round of applause.

b. ELECTION OF REPRESENTATIVE TO THE COUNTY COMMITTEE ON SCHOOL DISTRICT ORGANIZATION

Mrs. Alexander agreed to again accept this assignment even though there has been a lack of communication regarding meetings.

It was moved by Mr. Wells, seconded by Mr. Luria, and passed by the board to appoint Mrs. Kathryn Alexander as district representative on the County Committee on School District Organization.

c. ESTABLISHMENT OF MEETING DATES, TIME, AND PLACE

Upon motion of Dr. Dobbs, seconded by Mrs. Alexander, the board acted to continue meeting on the 2nd and 4th Thursdays of each month, starting at 4:00 p.m. in Room A-211 of the Administration Building.

Dr. Mertes added that today's last agenda item calls for changing the meeting dates in January and February due to holidays.
1. GENERAL FUNCTIONS - continued:

1.8 BOARD ACTION REQUIRED IN CONNECTION WITH THE BOARD OF TRUSTEES
ORGANIZATIONAL MEETING - continued:

d. LIAISON REPRESENTATIVE, COMMUNITY COLLEGE DIVISION OF THE
CALIFORNIA SCHOOL BOARDS ASSOCIATION (CSBA)

Upon motion of Mrs. Alexander, seconded by Mr. Wells, the
board voted to re-appoint Mr. Sidney Frank as liaison repre-
sentative, Community College Division of the California School
Boards Association.

e. SUBCOMMITTEES FOR THE BOARD OF TRUSTEES FOR 1980-81

Mrs. Powell stated that this will be announced at the
first meeting in January.

2. PERSONNEL

2.1 CERTIFICATED PERSONNEL

a. ROUTINE

Upon recommendation of the Personnel Director, it was moved
by Mrs. Alexander, seconded by Dr. Dobbs, and passed by the
board to approve of the following routine Certificated Personnel
items, as described in the attachments:

(1) APPROVAL OF ADDITIONAL TEMPORARY HOURLY INSTRUCTORS, FALL
1980 SEMESTER, Attachment 2.1-a(1)

(2) APPROVAL OF TEMPORARY HOURLY (NON-TEACHING) ASSIGNMENT
(OVERLOAD): SYDNEY SIEMENS, Attachment 2.1-a(2)

(3) CLARIFICATION OF TEMPORARY APPOINTMENTS AS CATEGORICALLY-
FUNDED ASSIGNMENTS, Attachment 2.1-a(3)

(4) AUTHORIZATION OF TRAVEL AND CONFERENCE, Attachment 2.1-a(4)

b. NON-ROUTINE

(1) APPROVAL OF HOURLY, CHANGES OF PREVIOUSLY-APPROVED
INSTRUCTORS, SUBSTITUTES, AND CONSULTANTS (LECTURERS),
CONTINUING EDUCATION DIVISION, 1980-81 YEAR, Enclosure #1

Upon recommendation of the Personnel Director, it was
moved by Dr. Dobbs, seconded by Mrs. Alexander, and passed
by the board to approve of the Certificated Personnel
appointments, as contained in Enclosure #1, for the Continu-
ing Education Division, 1980-81 year.
2. PERSONNEL - continued:

2.2 CLASSIFIED PERSONNEL

a. ROUTINE

Upon recommendation of the Personnel Director, it was moved by Mrs. Alexander, seconded by Mr. Wells, and passed by the board to approve of the following routine Classified Personnel items, as described in the attachments:

(1) APPROVAL OF HOURLY APPOINTMENTS (NON-CLASSIFIED SERVICE EMPLOYEES), MAIN CAMPUS & CONTINUING EDUCATION DIVISION, Attachment 2.2-a(1)

(2) APPROVAL OF HOURLY APPOINTMENT (CLASSIFIED SERVICE EMPLOYEE), Attachment, 2.2-a(2)

(3) APPROVAL OF STUDENT APPOINTMENTS: COLLEGE WORK STUDY (ON- AND OFF-CAMPUS), GENERAL AND TUTORIAL PROGRAMS, Attachment 2.2-a(3)

(4) APPROVAL OF PERSONAL NECESSITY LEAVE FOR FAMILY ILLNESS FOR NOVEMBER, 1980, Attachment 2.2-a(4)

(5) APPROVAL OF EXTENSION OF ILLNESS LEAVE OF ABSENCE: ALICIA ABESILLA, EOPS, 12/15/80 THROUGH 6/30/81, Attachment 2.2-a(5)

(6) ACCEPTANCE OF RESIGNATIONS:

   PETER MORENO, GROUNDSKEEPER FACIL. & OPERATIONS DEPT. 11/30/80

   VIOLA ROBLES, STU.PLACE.CLK. PLACEMENT DEPARTMENT 1/2/81

   PAUL VINCENT, DUP.MACH.OPER. DUPLICATING DEPARTMENT 1/2/81

   Attachment 2.2-a(6)

(7) APPROVAL OF ANNUAL SALARY INCREMENTS, Attachment 2.2-a(7)

(8) AUTHORIZATION OF TRAVEL AND CONFERENCE, Attachment 2.2-a(8)

   Mr. Oroz reported that Alicia Abesilla is again back in the hospital and calls or visits are not permitted.

   Mrs. Powell stated that they had been informed of this by Dr. Mertes during the executive session. Board members will write cards (in their folders) for forwarding to the employee.
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2. PERSONNEL - continued:

2.2 CLASSIFIED PERSONNEL - continued:

b. NON-ROUTINE

(1) APPROVAL OF RETIREMENT: EVALYN STAFFORD, PROGRAM PLANNING
ASST., CONTINUING EDUCATION DIVISION, EFFECTIVE FEBRUARY
28, 1981, Attachment 2.2-b(1)

Mr. Oroz stated that long-time employee Evalyn
Stafford will be retiring in February. A summary of her
24 years of service was contained in the attachment.

Dr. Bobgan said she was a very unusual person; she
knows her poets; and she was a person who he and Mr. Sam
Wake could bounce ideas off of and know they were kept
in complete confidence. After her interview with the
retirement consultant, she found it would cost her dollars
to go on working. Later on, approval would be requested
to have Mrs. Stafford as an hourly employee when the class
schedule is compiled. He added that "she is a really
terrific person - we will really miss her".

Mrs. Alexander commented that there are certain people
at the college that it will make a difference when they leave.

Mr. Frank added that she was a cornerstone and it is
great to get her to come back on an hourly basis.

It was moved by Mrs. Alexander, seconded by Mr. Wells,
and passed by the board to approve with regret the retire-
ment of Evalyn Stafford, Program Planning Asst., Continuing
Education Division, effective February 28, 1981.

(2) APPROVAL OF APPOINTMENT: STEPHEN BURTON, CUSTODIAN (REPLAC-
ING M. FLORES), FACIL. & OPER. DEPT., EFFECTIVE 12/12/80,
Attachment 2.2-b(2)

Mr. Oroz recommended the appointment of Stephen Burton
as a custodian.

It was moved by Dr. Dobbs, seconded by Mrs. Alexander,
and passed by the board to approve of the appointment of
Stephen Burton, Custodian (replacing M. Flores), effective
December 12, 1980.

Mr. Burton was introduced to the board. Mrs. Powell
welcomed him to the staff.
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2. PERSONNEL - continued:

2.2 CLASSIFIED PERSONNEL - continued:

b. NON-ROUTINE - continued:

(3) APPROVAL OF APPOINTMENT: TERRY CORDINGLY, LAB.TCHG.ASST.,
HEALTH TECH. (REPLACING E. LAWSON), EFFECTIVE 12/12/80,
Attachment 2.2-b(3)

Mr. Oroz recommended Terry Cordingly as a Lab Teaching Assistant.

It was moved by Mr. Luria, seconded by Mrs. Alexander, and passed by the board to approve of the appointment of Terry Cordingly, Lab Teaching Asst. (replacing E. Lawson), Health Technologies Dept., effective December 12, 1980.

Mrs. Cordingly was introduced to the board. Mrs. Powell welcomed her to the staff.

(4) APPROVAL OF APPOINTMENT: RANDY ELDER, COMPUTER OPERATOR
(REPLACING B. MC COY), DATA PROCESSING DEPT., EFFECTIVE
12/12/80, Attachment 2.2-b(4)

Mr. Oroz recommended Randy Elder as a computer operator.

It was moved by Mr. Wells, seconded by Mrs. Alexander, and passed by the board to approve of the appointment of Randy Elder, Computer Operator (replacing B. McCoy), Data Processing, effective December 12, 1980.

Mr. Elder was not able to be present.

(5) APPROVAL OF APPOINTMENT: JAMES A. FOSTER, BUS.SERVICES SUPV.
(REPLACING J. TOBIN), PAYROLL (BUSINESS SERVICES), EFFECTIVE
12/12/80, Attachment 2.2-b(5)

Mr. Oroz recommended Mr. James Foster as the new Business Services Supervisor for the Payroll Department.

It was moved by Mrs. Alexander, seconded by Dr. Dobbs, and passed by the board to approve of the appointment of James A. Foster, Business Services Supervisor, Payroll Department (replacing J. Tobin), effective December 12, 1980.

Mr. Foster was introduced to the board. Mrs. Powell offered congratulations.
2. PERSONNEL - continued:

2.2 CLASSIFIED PERSONNEL - continued:

b. NON-Routine - continued:

(6) APPROVAL OF APPOINTMENT: JOSEPH R. McHATTON, INT.ACCT.CLK. (REPLACING B. JOHNSTON), ACCOUNTING DEPT., EFFECTIVE 12/15/80, Attachment 2.2-b(6)

Mr. Oroz recommended Mr. Joseph McHatton to an accounting clerk vacancy.

It was moved by Dr. Dobbs, seconded by Mr. Luria, and passed by the board to approve of the appointment of Joseph R. McHatton as Int. Account Clerk (replacing B. Johnston), Accounting Department, effective December 15, 1980.

Mr. McHatton was introduced to the board. Mrs. Powell welcomed him to the staff.

(7) APPROVAL OF APPOINTMENT: KAREN M. PALMER, BOOKSTORE CASHIER (REPLACING D. LOPEZ), BOOKSTORE, EFFECTIVE 12/12/80, Attachment 2.2-b(7)

Mr. Oroz recommended Karen Palmer to the vacant cashier position in the Bookstore.

It was moved by Mrs. Alexander, seconded by Dr. Dobbs, and passed by the board to approve of the appointment of Karen M. Palmer as Bookstore Cashier (replacing D. Lopez), effective December 12, 1980.

Ms. Palmer was introduced to the board. Mrs. Powell welcomed her to the staff.

(8) APPROVAL OF APPOINTMENT: CARLA J. STANGE, INT.ACCT.CLK. (REPLACING A. DOUGLAS-HALF/TIME), ACCOUNTING DEPARTMENT, EFFECTIVE 1/5/81, Attachment 2.2-b(8)

Mr. Oroz recommended Carla Stange to a half-time clerk position in the Accounting Department.

It was moved by Mrs. Alexander, seconded by Dr. Dobbs, and passed by the board to approve of the appointment of Carla J. Stange as Int. Account Clerk (replacing A. Douglas), Accounting Department, effective January 5, 1981.

Ms. Stange was not able to be present.

Mrs. Powell thanked all the newly-appointed employees for attending the meeting.
2. PERSONNEL - continued:

2.2 CLASSIFIED PERSONNEL - continued:

b. NON-ROUTINE - continued:

(9) APPROVAL OF CLASSIFIED MANAGEMENT/SUPERVISORY/CONFIDENTIAL SALARY SCHEDULE FOR 1980-81, Enclosure #2

Mr. Oroz stated that this is a follow-up item on board action at the last meeting. Enclosure #2 contains the adjusted salary schedule for the 1980-81 year.

It was moved by Dr. Dobbs, seconded by Mrs. Alexander, and passed by the board to approve of the 1980-81 Classified Management/Supervisory/Confidential Salary Schedule as contained in Enclosure #2.

(10) APPROVAL OF CHANGE TO CLASSIFIED WINTER HOLIDAY SCHEDULE, Attachment 2.2-b(10)

Mr. Oroz stated that according to the CSEA agreement January 2, 1981 shall be a working day and April 3, 1981 shall be a holiday for classified employees.

Upon mutual agreement of CSEA and the administrative staff, it is recommended that January 2, 1981 be designated a holiday and April 3, 1981 be designated a workday.

Board members felt this was a good idea and agreed to the change.

It was moved by Mrs. Alexander, seconded by Mr. Wells, and passed by the board to designate January 2, 1981 (Friday) an official District holiday with all offices closed and April 3, 1981 (Friday) as a regular District workday with all offices open.

2.3 GENERAL PERSONNEL

a. ROUTINE

Upon recommendation of the Personnel Director, it was moved by Mrs. Alexander, seconded by Dr. Dobbs, and passed by the board to approve of the following routine General Personnel item, as described in the attachment:

(1) APPROVAL OF PROFESSIONAL CONSULTANT STATUS, Attachment 2.3-a(1)
2. PERSONNEL - continued:

2.3 GENERAL PERSONNEL - continued:

b. NON-ROUTINE

(1) APPROVAL OF SALARY AND PERSONNEL BENEFITS ADJUSTMENT, 1980-81

Dr. Mertes stated that salary and personnel benefit recommendations have been developed in discussions with representatives of the Instructors' Association, the Continuing Education Instructors' Association, and the Certificated Administrators Salary Committee. Requests had been received by two of the groups to speak at today's meeting.

Mrs. Powell acknowledged the request of the Continuing Education group and gave the floor to Mr. John Fox.

Mr. Fox, Chairman in absence of Ruth Pokrass, read a statement fully supported by the executive committee and the membership of the association. Negotiations were found to be frustrating; team felt they were discriminated against, abused, and board subcommittee was stacked against them; had agreed in writing to wait to negotiate until September but their proposal not presented to board until October; proposal was result of thorough discussions and review by legal counsel; meeting with subcommittee most distressing; don't understand why their instructors receive one-third of what contract teachers get; why no increase after Prop. 13; their program generates half of the ada so their proposal could have been funded without depriving any other group; "it is like giving a grade of 'C'"; Santa Barbara has the finest Adult Ed Program having served a total of 70,000 citizens last year; "we are concerned, disappointed, and upset".

Mr. Fox stated that his group has accepted the recommended adjustment but still would like to have answers.

Mrs. Powell thanked Mr. Fox for sharing the boards' concerns; questions raised are legitimate concerns which the board has addressed and will continue to address. Mrs. Powell expressed appreciation for acceptance of the salary offer in the spirit in which it was made, and the courage it took to have read such a statement. She assured Mr. Fox and his group that the board seriously considers all the concerns.

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2. PERSONNEL - continued:

2.3 GENERAL PERSONNEL - continued:

b. NON-ROUTINE - continued:

(1) continued:

Dr. Dobbs indicated that there was disagreement and would like in writing points of disagreement. The sub-committee had agreed on a course of action but they did listen to each group. Dr. Dobbs felt the statement made by Mr. Fox was a "little unfair" - he would like to continue to work in a good manner - "sorry you felt that way".

Mrs. Alexander commented that in the rotation of board subcommittees, the salary committee is the most frustrating one to serve on. All board members realize the cost of living is going up and they also feel frustrated. She felt answers should be given but all have been under pressure since the June elections. She hoped negotiations would not be the same way in the future.

Mrs. Powell added that it is the board's hope to start new negotiations in the Spring for the next year.

It was moved by Mrs. Alexander, seconded by Mr. Luria, and passed by the board that the existing Non-credit Hourly Certificated Salary Schedule be adjusted upward, effective September 8, 1980 to reflect a 9% across-the-board salary increase. (Salary Schedule is part of Attachment "A" of the handout.)

Mrs. Powell then acknowledged the request of the Instructors' Association to have Dr. John Kay and Dr. John Bowman speak for them.

Dr. Kay read a statement on behalf of faculty speaking of success of their profession; mutual sacrifice; concern of education itself; rough roads of Prop. 13 and Prop. 9 - grim reminders of how vulnerable education can be; all agree there is a problem in that a great majority of faculty members feel they are being short-changed by the board.

He continued that a commitment over the years was to provide faculty with proper enumeration; issue goes beyond finances as it was a mutual commitment. Faculty feels there are dollars available but there is little cooperation. While the faculty does accept the offer, it does so with sincere belief that the board could have come up with a commitment for a Spring adjustment. He acknowledged the

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2. PERSONNEL - continued:

2.3 GENERAL PERSONNEL - continued:

b. NON-ROUTINE - continued:

(1) continued:

board had some real hard choices to make, especially not easy in times of high inflation. It is the intent of
the Instructors' Association to begin new negotiations
in the Spring. He stated that Dr. Mertes had been fair
and candid in all discussions and expressed his willing-
ness to start in the Spring.

Dr. John Bowman then read a petition signed by over
100 instructors. (A copy is attached at the end of these
minutes.) In essence, the board was accused of a decline
in faculty morale, and of being "too closed, too insensi-
tive and too unresponsive to faculty financial needs".
Reading of the petition was greeted with applause from
the faculty audience present for this agenda item only.

Mrs. Powell responded that it was regrettable for
the board to be looked upon in those terms. The board
has commitments; and concerns of the impact of the raise
accepted; it was more than the board would have offered;
the board sees it as a job - the offer was not generous
but adequate; has been a most difficult year; first time
district personnel have come to board meetings, and board
has felt really pressured by employees' concerns. She
indicated that today's L.A. Times stated "times will get
tougher as the state budget will run out." Board does
want to hear from groups - the door will not be closed.

Mrs. Alexander expressed appreciation for the presenta-
tion feeling the thoughts were well organized. She
stated this was neither the place or time to reopen nego-
tiations, and the board had been thoroughly informed of
faculty's position by Dr. Mertes. She personally felt
the offer was appropriate and there was the assurance of
Spring negotiations. It will not benefit the college to
work in an adversary relationship; only way the campus
can remain strong is to operate in a spirit of collegiality.

Dr. Dobbs felt Drs. Kay and Bowman had been very
articulate persons to work with in salary discussions and
felt the subcommittee was being very sensitive to faculty
needs. He did not feel there was a decline in morale and
hoped to continue on a basis of mutual commitment. The
district still does not know where funding will come from
next year. "If you were in our position, you would have

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2. PERSONNEL - continued:

2.3 GENERAL PERSONNEL - continued:

b. NON-ROUTINE - continued:

(1) continued:

taken the same stand." Assemblyman Hart and Senator Rains, in their appearances at recent board meetings, spoke of the grave uncertainty of future funding for community colleges. He again expressed regret at words of "decline", "distrust", etc. and hoped to work together next year.

Other faculty members renewed the issue of an alternate to a commitment for a Spring adjustment - calling it an issue of unresponsiveness and unwillingness on part of board to sit down in Spring and discuss possibilities.

It was again noted that board was well aware of faculty's position and it had been discussed in executive sessions. The offer given was felt appropriate even though there were some very strong feelings being expressed at this time.

Dr. Mertes stated that an answer on that issue had been given by the board through him to the faculty and was one they did not find to be in agreement with. The ada figure for the existing year is set at 7700 and approved by the state for the entire budget. Income generated from the 7700 included a 9% increase for everyone. Board said to take and distribute that 9% including taking from reserves for the excess. Board chooses to operate the college within the expenditure/income level. There will be additional dollars but board will not allocate any of those dollars until they know the income picture and the direction the state is taking with new fiscal legislation. That is the board's position and was given to the faculty which they might not agree with. Board understands there could be differences. He stated that "the position has merit - people can view it differently - if that represents insensitivity, it is regrettable." He felt the discussions with faculty had been very open, honest, candid and responsive. The issues were addressed but in the final analysis the two parties did not agree to the subjectiveness itself. Since Prop. 13 occurred, that vote took many decisions to the State; the State now sets ada and are setting the inflation factor. He hoped the same energy shown today would be directed to legislators. In the coming year, it will depend on what the State gives - not what the board does - the authority they used to have on behalf of staff and faculty is all gone.

continued on next page . . .
2. PERSONNEL - continued:

2.3 GENERAL PERSONNEL - continued:

b. NON-ROUTINE - continued:

(1) continued:

Mrs. Powell concluded this discussion by stating that anything the board can do or faculty can do to make the process easier would be appreciated. She thanked them all for attending the meeting.

It was moved by Dr. Dobbs, seconded by Mr. Wells, and passed by the board:

1. That the existing Contract and Credit Hourly Certificated Salary Schedules be adjusted upward, effective July 1, 1980, to reflect a 9% across-the-board salary increase.

2. That the Personnel Benefits Program (cafeteria-style) for Contract Certificated Personnel be increased by $100 per person from $1,695 to $1,795 per year, effective July 1, 1980.

(Salary Schedule is part of Attachment "A" of the handout.)

At this point, a large portion of faculty members left the meeting.

Dr. Mertes indicated there was no request to speak on the part of the administrators' group. They have accepted the offer.

It was moved by Mrs. Alexander, seconded by Mr. Luria, and passed by the board:

1. That the existing Certificated Administrators' Salary Schedule be adjusted upward, effective July 1, 1980, to reflect a 9% across-the-board salary increase.

2. That the Personnel Benefits Program (cafeteria-style) be increased by $100 per person from $1,695 to $1,795 per year, effective July 1, 1980.

(Salary Schedule is Attachment "B" of the handout.)

continued on next page . . .
2. PERSONNEL - continued:

2.3 GENERAL PERSONNEL - continued:

b. NON-ROUTINE - continued:

(1) continued:

Dr. Mertes stated that having been involved in lengthy discussions with all groups, he commended them for their approach and for being open and honest. While there was disagreement, all things were thoroughly discussed.

Dr. Mertes stated that there are casual employees (hourly basis) who are not members of CSEA.

It was moved by Dr. Dobbs, seconded by Mr. Frank, and passed by the board that:

1. The existing Classified Hourly Salary Schedule be adjusted upward, effective January 5, 1981, to reflect a 9% across-the-board salary increase.

Salary Schedule is Attachment "C" of the handout.

Dr. Mertes stated that CSEA had written that they voted not to accept the salary offer. They asked the district to meet again with them to hear reasons for not accepting and to continue discussions. District has responded they are ready to meet, to hear reasons for non-acceptance, but district's team is not authorized to continue negotiations. The board will be kept informed on this.

Dr. Mertes stated that the position of Personnel Director has taken on an increased range of duties, particularly of legal matters and functions of collective bargaining. He recommended that the position be raised to Range 67, equivalent to an assistant dean, starting December 1, 1980.

Mrs. Alexander responded that this had been discussed at the executive session and the board recognized the facts of responsibilities. She added that "it is a pleasure to have this man on campus."

It was moved by Dr. Dobbs, seconded by Mr. Wells, and passed by the board to raise Daniel Oroz, Personnel Director, to Range 67, effective December 1, 1980.

Mrs. Powell offered congratulations to Mr. Oroz.
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2. PERSONNEL - continued:

2.3 GENERAL PERSONNEL - continued:

b. NON-ROUTINE - continued:

(1) continued:

Mrs. Powell announced that the board offered the Superintendent a 9% increase in salary, a $100 increase in benefits, and a new 4-year contract. She stated that the board has been very pleased with the time and effort put into all the salary discussions.

It was moved by Dr. Dobbs, seconded by Mrs. Alexander, and unanimously passed by the board to allocate a 9% salary increase and $100 benefit increase to Dr. David Mertes, effective July 1, 1980, and to sign the Superintendent/President up on a new 4-year contract, effective July 1, 1980.

Dr. Mertes thanked the board for their confidence in his performance.

In conclusion, Mrs. Powell publicly thanked Dr. Dobbs for having performed well in a tough job as chairman of the Board Salary Committee.

Mr. Luria commented that it is an understatement to say this (today's activity) has happened. Part of the problem is the use of words; it parts one group from another; all members of the board are interested in community colleges; they put in many hours; the word insensitive hurts. He hoped this kind of thing would not continue as the board members are trying their best and hopefully it can be resolved in a friendly way.

3. STUDENT SERVICES

3.1 REPORT BY ASSOCIATED STUDENTS

Mr. Creenan reported on: attendance at recent CCC Student Government Association conference where 4 of 5 papers submitted by SBCC were accepted; will be host for Area #9 for the next meeting; December 5 will be Healing Day on campus; and holistic health assistance is held once a month.

Senate supports a proposed move of the Nurse's Office to a more visible area; allocated several hundred dollars for preventive health books in a special section in the Library; and there will be a Political Awareness Registration Day on December 17.

continued on next page . . .
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3. STUDENT SERVICES - continued:

3.1 REPORT BY ASSOCIATED STUDENTS - continued:

Mr. Creenan will be presenting energy conservation ideas to the
college's Safety Committee. Arts & Crafts Day was successful and
netted the Senate some $700. On December 19, there will be a film
festival in the evening.

Mr. Creenan also indicated that the Senate had agreed to send a
copy of a resolution on a foreign country's problem to the board (at
the urging of a student, Mr. Ponce, in the audience).

Mrs. Powell acknowledged Mr. Ponce who insisted on discussion
and an immediate response.

Dr. Mertes interrupted to advise Mr. Ponce that any issue not
connected with the operation of the college cannot be discussed by
the board members. Mr. Ponce can turn his paper over to Student
Senate where it will go through routine channels, and it definitely
cannot be placed on the agenda today.

Mrs. Alexander commended Mr. Creenan for providing a variety of
activities for students during a very heavy year - she stated that
"it takes quite a bit of talent" to do so.

3.2 REPORT ON STATUS OF COLLEGE CALENDAR FOR 1981-82

Dr. Mertes stated that the Calendar Committee is recommending a
traditional-start for 1981-82. Another announcement has been put into
the COLLEGE MEMO for input on this matter. In January, details of
the calendar will be submitted for consideration by the board.

4. CURRICULUM AND INSTRUCTION

4.1 APPROVAL OF NEW COURSES, WINTER TERM 1981, CONTINUING EDUCATION
DIVISION, Attachment 4.1

Dr. Bobgan reported that the Fall Term had a good start the first
week; the second week was affected by the TV showing of Shogun; and the
third week a 90-minute limit was put on street parking in the area of
the Adult Ed Center.

The Class Schedule for Winter Term 1981 will be out on December 21
(delivered as an insert in the S.B. NEWS PRESS). There will be 498
courses offered starting January 5, 1981.

Due to the late hour, Dr. Bobgan noted some classes very briefly.
He added three courses, not listed on Attachment 4.1:

Understanding Our Children:
Creative Environments and Activities for Family
Day Care Children (Nursery School II)
Bilingual Learning in Public Schools
Family Self-Esteem

continued on next page ...
4. CURRICULUM AND INSTRUCTION - continued:

4.1 continued:

It was moved by Dr. Dobbs, seconded by Mrs. Alexander, and passed by the board to approve of the new courses for the 1981 Winter Term, Continuing Education Division, as contained in Attachment 4.1 and listed above.

4.2 RATIFICATION OF ADVISORY MEMBERS OF FAMILY DAY CARE COMMITTEE, Attachment 4.2

Upon recommendation of the Superintendent, it was moved by Mrs. Alexander, seconded by Dr. Dobbs, and passed by the board to ratify the list of advisory members of the new Family Day Care Committee, as contained in Attachment 4.2.

5. BUSINESS SERVICES

5.1 ROUTINE

Upon recommendation of the Superintendent, it was moved by Mr. Frank, seconded by Mrs. Alexander, and passed by the board to approve of the following routine Business Services items, as described in the attachments:

a. AUTHORIZATION AND/OR RATIFICATION OF PURCHASE ORDERS PO1-0872 THROUGH AND INCLUDING PO1-1072 FOR SUPPLIES, EQUIPMENT AND SERVICES, Attachment 5.1-a

b. AUTHORIZATION AND/OR RATIFICATION OF PAYMENT OF CLAIMS AS LISTED ON Attachment 5.1-b AND SUCH OTHER CLAIMS AS MAY ARISE PRIOR TO THE MEETING, Attachment 5.1-b

c. ACCEPTANCE OF GIFTS ON BEHALF OF THE FOUNDATION FOR SANTA BARBARA CITY COLLEGE, Attachment 5.1-c

A letter of appreciation will be sent to all donors listed on Attachment 5.1-c.

d. APPROVAL OF AMENDMENT TO ORIGINAL LIST OF TAX SHELTERED ANNUITY ACCREDITED PLANS, Attachment 5.1-d

The following firms will be added to the original list:

- Nationwide Life Insurance Company
- Lord, Abbett & Company

e. APPROVAL OF THE EQUITABLE LIFE ASSURANCE SOCIETY EQUISUR-PLUS PLAN

f. APPROVAL OF THE DISPOSAL OF BACK ISSUES OF PERIODICALS
5. BUSINESS SERVICES - continued:

5.2 NON-ROUTINE

a. REQUEST FOR SUNDAY USE OF DISTRICT FACILITIES,
   Attachment 5.2-a

   Dr. Mertes stated that similar requests have been
   received and been honored by the board.

   It was moved by Mrs. Alexander, seconded by Dr. Dobbs,
   and passed by the board to approve of use of district
   facilities on a Sunday date, as follows:

   Metropolitan Opera          February 8, 1981
   Western Regional Auditions

   Santa Barbara Sports Car Club January 18, 1981
   Auto Sports Event

b. ACCEPTANCE OF AUGMENTATION TO IMPROVEMENT OF INSTRUCTION
   GRANTS, Attachment 5.2-b

   Mr. Burt Miller indicated that this augmentation was
   allocated by the chancellor's office to cover costs of
   required attendance at a conference in Sacramento.

   It was moved by Mrs. Alexander, seconded by Mr. Wells,
   and passed by the board to accept the augmentation of $400
   for Improvement of Instruction projects funded by the
   chancellor's office.

c. RATIFICATION OF THE SUBMISSION OF AN APPLICATION TO
   PARTICIPATE IN THE NURSING CAPITATION GRANT PROGRAM,
   Enclosure #3

   Dr. Mertes indicated that this is a continuing procedure.
   The application had been mailed to meet a deadline date.

   It was moved by Mr. Frank, seconded by Dr. Dobbs, and
   passed by the board to ratify the submission of an application
   to participate in the Nursing Capitation Grant Program for
   1981-82, as described in Enclosure #3.

d. APPROVAL OF THE REVISED 1980-81 CHILDREN'S CENTER BUDGET AND
   ADOPTION OF RESOLUTION No. 5 (1980-81) APPROVING THE AMENDED
   CONTRACT, Enclosure #4

   Dr. Mertes indicated that this item is required procedure
   by the State. The enclosure contained an amended 1980-81 con-
   tract to include the 9% inflation adjustment, a resolution
   authorizing the adjustment, and a revised budget.

   continued on next page . . .
5. BUSINESS SERVICES - continued:

5.2 NON-ROUTINE - continued:

d. continued:

Ms. Zoe Iverson, still in attendance, offered to respond to questions. No additional comments were in order as this is mainly a paper process.

It was moved by Dr. Dobbs, seconded by Mr. Luria, and passed by the board to adopt Resolution No. 5 (1980-81) approving of the amended contract for the Children's Center Budget, as described in Enclosure #4. Upon poll of the members, the vote was as follows:

Ayes: Mrs. Powell, Mr. Luria, Mrs. Alexander
Dr. Dobbs, Mr. Frank, Mr. Wells

Noes: None

Absent: Mr. Ricks

e. APPROVAL OF GUIDELINES FOR ACCEPTANCE OF GIFTS AND DONATIONS ON BEHALF OF THE FOUNDATION FOR SANTA BARBARA CITY COLLEGE, Attachment 5.2-e

Dr. Mertes stated that guidelines have been needed and the proposed guidelines were prepared by Mr. Hanson, his staff, and the Board of Directors of THE FOUNDATION. The guidelines were also reviewed by the Subcommittee on Educational Policies.

This will provide for non-acceptance of any offered gift if not in the best interests of the college. Control is by the Board of Trustees on behalf of THE FOUNDATION. At every quarterly meeting of the Board of Directors, a list of gifts receives their action.

It was moved by Dr. Dobbs, seconded by Mr. Luria, and passed by the board to adopt the Guidelines for Acceptance of Gifts and Donations, as delineated in Attachment 5.2-e.

f. APPROVAL OF RELEASING THE CLAIM AGAINST THE BUS COMPANY RESULTING FROM THE GEOLOGY FIELD TRIP BUS ACCIDENT, Enclosure #5

Mr. Charles Hanson stated that the final claim is ready to be released. The insurance company reports all other claims have been settled and releases filed.

The injured students have been rehabilitated and did return to school.

It was moved by Mr. Wells, seconded by Mr. Frank, and passed by the board to authorize staff to release the claim against THE BUS COMPANY in the amount of $2164.55, as described in Enclosure #5.
5. BUSINESS SERVICES - continued:

5.2 NON-ROUTINE - continued:

g. APPROVAL OF STUDENT WAGE RATE AT $3.50 PER HOUR, EFFECTIVE JANUARY 5, 1981

Mr. Hanson indicated that this had been discussed with the Subcommittee on Salaries. It seemed necessary to raise wages higher than the new federal minimum due to competitive jobs in town for students.

It was moved by Mrs. Alexander, seconded by Mr. Luria, and passed by the board to approve of increasing student on-campus wage rates by 40¢ per hour with a minimum rate of $3.50 per hour, effective January 5, 1981.

h. APPROVAL OF APPOINTMENT OF JOE CONNELL, SR., CIVIL ENGINEER, FOR ENGINEERING SERVICES IN CONNECTION WITH MODIFICATIONS AT GARFIELD SCHOOL

Mr. Hanson stated that this was discussed with the Subcommittee on Facilities yesterday. There is an urgent need to move ahead to be ready for the Fall 1981 term.

Members of the subcommittee were agreed that the engineering services should commence.

It was moved by Dr. Dobbs, seconded by Mrs. Alexander, and passed by the board to approve of the appointment of Joe Connell, Sr., Civil Engineer, to perform necessary engineering services under the direction of the Business Manager for the parking lot development at the Garfield School site.

i. ACKNOWLEDGEMENT OF RECEIPT OF THE AUDIT REPORT FOR THE SANTA BARBARA COMMUNITY COLLEGE DISTRICT FOR THE 1979-80 FISCAL YEAR, Enclosure #6

Mr. Hanson spoke briefly to the Audit Report which is a fiscal picture of the district.

In response to Mr. Wells' question of the "flowery speeches and no suggestions", Mr. Hanson stated that a follow-up management letter is issued later. At the request of the board, that letter, when received, will be made available to them.

It was moved by Mrs. Alexander, seconded by Dr. Dobbs, and passed by the board to acknowledge receipt of the Audit Report for 1979-80, as contained in Enclosure #6, and authorized staff to issue the previously-agreed payment to the auditor, Mr. William Kendall.

(At this point, 6:15 p.m., Mr. Frank left the meeting.)
5. BUSINESS SERVICES - continued:

5.2 NON-Routine - continued:

j. ADOPTION OF RESOLUTION No. 6 (1980-81) INCREASING THE 1980-81 NON-RESIDENT TUITION FEE, Attachment 5.2-j

Dr. Mertes stated that AB 2825 mandates the manner in computing non-resident tuition rate. This had been reviewed with County Counsel who advised there is no alternative for the board except to adopt the increase. Dr. Mertes added that there are problems with implementing and he recommended a qualification to do so when feasible.

It was moved by Mrs. Alexander, seconded by Mr. Luria, and passed by the board to adopt Resolution No. 6 (1980-81) increasing the non-resident tuition fee from $57 to $72 per unit on all units for which a student is enrolled, and to direct the Superintendent/President to implement the change as soon as feasible.

Upon poll of the members, the vote was as follows:

Ayes: Mrs. Powell, Mr. Luria, Mrs. Alexander
       Dr. Dobbs, Mr. Wells

Noes: None

Absent: Mr. Frank (for this item)
       Mr. Ricks

6. GENERAL INFORMATION

No items

7. ADJOURNMENT

Upon recommendation of the Superintendent, it was moved by Dr. Dobbs, seconded by Mr. Luria, and passed by the board to change board meeting dates, due to conflict with holiday dates, as follows:

Cancel January 8, 1981
Schedule January 15, 1981
Cancel January 22, 1981
Schedule January 29, 1981
Cancel February 12, 1981
Schedule February 19, 1981
Cancel February 26, 1981

continued on next page...
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7. ADJOURNMENT - continued:

Upon motion of Mr. Luria, seconded by Dr. Dobbs, the Board of
Trustees adjourned their annual organizational and regular meeting
at 6:20 p.m.

The next meeting will be held on Thursday, January 15, 1981,
at 4:00 p.m. in Room A-211.

ATTEST:

[Signatures]

JOYCE H. POMELL
President, Board of Trustees
Santa Barbara Community College District

DAVID MERTES
Superintendent/President and Secretary
Clerk to the Board of Trustees

Approved by the Board of Trustees

on January 15, 1981
TO: ALL MEMBERS OF THE INSTRUCTORS ASSOCIATION
FROM: INSTRUCTORS ASSOCIATION EXECUTIVE BOARD
RE: SALARY NEGOTIATIONS FOR 1980-1981

BY OVER A 4 TO 1 MAJORITY THE FACULTY HAS VOTED TO ACCEPT THE BOARD'S SALARY OFFER. YOUR ASSOCIATION WILL PRESENT A PETITION TO THE BOARD ON DECEMBER 11, 1980, IN ORDER TO REGISTER ITS DISSATISFACTION WITH THE BOARD'S UNWILLINGNESS TO NEGOTIATE A SPRING ADJUSTMENT.

IF YOU SUPPORT THE FOLLOWING STATEMENT TO BE PRESENTED TO THE BOARD, PLEASE SIGN YOUR NAME TO IT AND PLACE IT IN THE MAILBOXES OF EITHER JOHN KAY OR JOHN BOWMAN. IT IS IMPORTANT THAT THE INSTRUCTORS ASSOCIATION RECEIVE WIDESPREAD FACULTY SUPPORT FOR ITS EFFORTS. FACULTY ARE ENCOURAGED TO ATTEND THE BOARD MEETING.

We, the undersigned, believe that the following points are of great concern to the future of Santa Barbara City College faculty-trustee relations. We urge the Board of Trustees to consider them in an open-minded fashion so as to re-establish the good will which has been a part of Board-Faculty relations for nearly two decades.

We believe that while the history of Board-Faculty relations has been one of mutual trust and respect, more recently the Board has become too closed, too insensitive and too unresponsive to faculty financial needs. The result has been a clear decline in faculty morale and a growing estrangement from the Board.

We believe the evidence clearly suggests that without sacrificing its important responsibilities to the public and to the fiscal integrity and soundness of the College, the Board should consider negotiating a salary adjustment during the spring when additional monies for the current fiscal year will be available.

We believe that the Board's position, perceived as a postponed commitment to grant equitable wage settlements, has fueled faculty suspicions concerning the Board's present and future intentions.

Signature of faculty member...