



# Board of Trustees

Los Angeles Community College District  
770 Wilshire Blvd., Los Angeles, CA 90017 (213) 891-2000

## AGENDA

### ORDER OF BUSINESS - REGULAR MEETING

Wednesday, April 30, 2014  
Public Session 3:30 p.m.  
Closed Session  
(Immediately Following Public Session)

**Educational Services Center  
Board Room – First Floor  
770 Wilshire Blvd.  
Los Angeles, CA 90017**

- I. Roll Call (3:30 p.m.)
- II. Flag Salute
- III. Reports from Representatives of Employee Organizations at the Resource Table
- IV. Announcements from College Presidents
- V. Public Agenda Requests
  - A. Oral Presentations
  - B. Proposed Actions
- VI. Reports and Recommendations from the Board
  - Reports of Standing and Special Committees
    - BT1. Adopt Revisions to Board Rules Chapter XI – Personnel Commission
    - BT2. Resolution – Affirm Commitment to Protect Capital Investments through Understanding and Management of Total Cost of Ownership
    - BT3. Trustee Absence Ratification
- VII. Consent Calendar
  - Matters Requiring a Majority Vote
    - BSD1. Ratifications for Business Services
    - BSD2. Business Services Routine Report
- VIII. Recommendations from the Chancellor – None
- IX. Recess to Committee of the Whole
  - A. Roll Call
  - B. Public Speakers
  - C. Presentations/Initiative Reviews
    - Implementation of SB 1456
    - Discussion on Ad Hoc Committee on Accreditation
  - D. Other Business
  - E. Adjournment of the Committee of the Whole
- X. Reconvene Regular Meeting of the Board of Trustees
- XI. Roll Call

**ORDER OF BUSINESS**

April 30, 2014

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- XII. Notice Reports and Informatives
  - HRD/A. [Collective Bargaining Notice] Adopt the District's Initial Proposal to the Exclusive Representatives of the Los Angeles Community College District Administrators' Unit Represented by California Teamsters Public, Professional & Medical Employees Union Local 911
  - HRD/B. [Collective Bargaining Notice] Adopt the District's Initial Proposal to the Exclusive Representatives of the Los Angeles/Orange Counties Building and Construction Trades Council
  - HRD/C. [Collective Bargaining Notice] Adopt the District's Initial Proposal to the Service Employees International Union, Local 99
- XIII. Announcements and Indications of Future Proposed Actions
- XIV. Requests to Address the Board of Trustees – Closed Session Agenda Matters  
**Location: Board Room**
- XV. Recess to Closed Session in accordance with The Ralph M. Brown Act, Government Code sections 54950 et seq., and the Education Code to discuss the matters on the posted Closed Session agenda pursuant to Government Code section 54954.5. **Location: Hearing Room**
- XVI. Reconvene Regular Meeting (**Immediately Following Closed Session**)  
**Location: Hearing Room**
- XVII. Roll Call
- XVIII. Report of Actions Taken in Closed Session – April 30, 2014
- XIX. Consent Calendar
  - Matters Requiring a Majority Vote
    - HRD1. Suspension of Classified Permanent Employee
- XX. Adjournment

\*\*\*\*\*  
**Next Regularly Scheduled Board Meeting**  
**Wednesday, May 14, 2014**  
**(Public Session Scheduled for 3:30 p.m.)**  
**Los Angeles Southwest College**  
**1600 West Imperial Highway**  
**Los Angeles, California 90047**  
\*\*\*\*\*

In compliance with Government Code section 54957.5(b), documents made available to the Board after the posting of the agenda that relate to an upcoming public session item will be made available by posting on the District's official bulletin board located in the lobby of the Educational Services Center located at 770 Wilshire Boulevard, Los Angeles, California 90017. Members of the public wishing to view the material will need to make their own parking arrangements at another location.

If requested, the agenda shall be made available in appropriate alternate formats to persons with a disability, as required by Section 202 of the American with Disabilities Act of 1990 (42 U.S.C. Section 12132), and the rules and regulations adopted in implementation thereof. The agenda shall include information regarding how, for whom, and when a request for disability-related modification or accommodation, including auxiliary aids or services may be made by a person with a disability who requires a modification or accommodation in order to participate in the public meeting.

To make such a request, please contact the Executive Secretary to the Board of Trustees at (213) 891-2044 no later than 12 p.m. (noon) on the Tuesday prior to the Board meeting.



# Board of Trustees

LOS ANGELES COMMUNITY COLLEGE DISTRICT  
770 Wilshire Boulevard, Los Angeles, CA 90017 213/891-2000

# AGENDA

## ATTACHMENT A

### **CLOSED SESSION**

Wednesday, April 30, 2014

#### **Educational Services Center Hearing Room – First Floor**

770 Wilshire Boulevard  
Los Angeles, CA 90017

#### **I. Public Employee Employment**

(pursuant to Government Code section 54957)

- A. Position: President, Los Angeles Valley College
- B. Position: President, Los Angeles Harbor College
- C. Position: President, Los Angeles Southwest College
- D. Position: Chief Business Officer

#### **II. Public Employee Evaluation**

(pursuant to Government Code section 54957)

- A. Position: Interim Chancellor

#### **III. Conference with Labor Negotiator**

(pursuant to Government Code section 54957.6)

- A. District Negotiators: Adriana D. Barrera  
Albert Román

Employee Units: All Units

All Unrepresented Employees

- B. District Negotiators: Adriana D. Barrera  
Kathleen F. Burke  
Marvin Martinez  
Albert Román  
Jeanette L. Gordon

Employee Unit: Faculty

**IV. Public Employee Discipline/Dismissal/Release/Charges/Complaints**  
(pursuant to Government Code section 54957)

**V. Conference with Legal Counsel - Existing Litigation**  
(pursuant to Government Code section 54956.9(d)(1))

- A. *Jazmyne Goodwin v. Igor Daza and LACCD*
- B. *LACCD v. GS Roosevelt, et al.*
- C. *Robert Rettberg v. LACCD*
- D. *Christopher White v. LACCD*
- E. *Janus Corporation v. Summit Builders, LACCD, et al.*
- F. *Sandoval & Johnson Construction v. Pinner Construction, LACCD, et al.*
- G. *AWI Builders v. LACCD, et al.*
- H. *Morillo Construction v. LACCD and related cases*
- I. *Taisei Construction Corporation v. LACCD*
- J. *LACCD v. Eleanor Walker, et al.*

**VI. Conference with Legal Counsel – Potential Litigation**

- A. Potential claim for salary overpayment (pursuant to Government Code section 54956.9(d)(4))
- B. Claim regarding project at Los Angeles City College (pursuant to Government Code section 54956.9(d)(4))

- C. Allegation of unlawful discrimination by a student at Pierce College (pursuant to Government Code section 54956.9(d)(2))



# Board of Trustees

Los Angeles Community College District

**ACTION**

Noticed: April 23, 2014

Com. No. BT1

Division

Board of Trustees

Date: April 30, 2014

Subject: **ADOPT REVISIONS TO BOARD RULES CHAPTER XI – PERSONNEL COMMISSION**

The following motion is presented by Trustees Svonkin, Moreno, and Pearlman:

Adopt revisions to Chapter XI of the Board Rules as shown below.

*Background: In the course of the systematic review of rules and regulations as required by accreditation standards, the Personnel Director was asked to review the Board Rules and to make recommendations regarding updates needed. The last revisions to these particular rules occurred in 1981. When the proposed revisions came to the Board for consideration, an ad hoc committee was appointed to review the proposed changes. ~~Strikeovers~~ indicate deletions recommended by the Personnel Commission; single underlining indicates additions recommended by the Personnel Commission; **reflects additions recommended by the Board Ad Hoc Committee.***

## CHAPTER XI

### ARTICLE I

#### PERSONNEL COMMISSION

##### FINANCING PERSONNEL COMMISSION OPERATIONS

11101. SOURCE OF FINANCIAL SUPPORT. The expenses of the Personnel Commission shall be paid out of the general funds of the District.

11102. PERSONNEL COMMISSION'S BUDGET. The Personnel Commission shall prepare an annual budget for its own office which, upon the approval of the County Superintendent of Schools, shall be included by the Board of Trustees in the regular budget of the District.

~~The Board is furnished a copy of the Commission's proposed budget and is invited to a public hearing by the Commission during the month of May. The Personnel Commission shall hold a public budget hearing no later than May 30<sup>th</sup> of each year. The Board of Trustees and the~~ Chancellor or his/her designee shall be furnished a copy of the Personnel Commission's proposed budget and invited to attend the public hearing. The Personnel Commission must fully consider the views of the Board Board of Trustees and the Chancellor or his/her designee, but the authority to approve or reject the Personnel Commission's budget is vested with the County Superintendent of Schools.

The expenditure of funds appropriated for the operation of the Personnel Commission in accordance with this section shall be at the sole direction of the Personnel Commission.

11103. OFFICE ACCOMMODATIONS. The Board of Trustees shall provide the Personnel Commission with suitable office accommodations.

Chancellor and  
Secretary of the Board of Trustees

By \_\_\_\_\_ Date \_\_\_\_\_

Eng _____	Santiago _____
Field _____	Svonkin _____
Moreno _____	Veres _____
Pearlman _____	Griggs _____ Student Trustee Advisory Vote

# Board of Trustees

Los Angeles Community College District

Com. No. BT1	Division	Board of Trustees	Date: April 30, 2014
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11104. SALARY SCHEDULES. The Personnel Commission shall recommend to the Board of Trustees salary schedules for the Classified Service. The Board of Trustees may approve, amend, or reject Personnel Commission recommendations for salary schedules and classes in the Classified Service.

No amendment to salary schedules shall be adopted by the Board of Trustees until the Personnel Commission is first given a reasonable opportunity to make a written statement of the effect of the amendments. No changes shall operate to disturb the relationship which ~~compensation~~ salary schedules bear to one another, as the relationship has been established in the classification made by the commission.

~~Salary adjustment recommendations for the Classified Service will be presented to the Board of Trustees once each fiscal year in accordance with procedures adopted May 3, 1979, and reaffirmed and readopted by the Personnel Commission on February 28, 1980. Salary recommendations for classes in represented units will not be presented if written requests are made to the Personnel Commission by the District administration and the exclusive representative of the affected employee unit to withhold salary recommendations.~~

11105. LEGAL COUNSEL. The General eCounsel of the Board of Trustees shall, upon written request, aid and represent the Personnel Commission in all legal matters.

The General Counsel shall refuse to represent the Personnel Commission in circumstances in which the Counsel knows, or has reason to know, that at the time the request is made a conflict exists between the interests of the Personnel Commission and the interests of the Board of Trustees or the Los Angeles Community College District.

If its counsel refuses or does not respond to a request for representation within 15 working days of receipt, the Personnel Commission may employ its own attorney and the reasonable cost thereof shall constitute a legal charge against the general funds of the District.

## ARTICLE II

### CLASSIFIED PERSONNEL EMPLOYED BY THE BOARD OF TRUSTEES

11201. EMPLOYMENT OF CLASSIFIED PERSONNEL. The Board of Trustees shall employ, pay, and otherwise control the services of persons in classified positions in accordance with the merit system rules as established by the Personnel Commission.

~~Governing boards~~ The Board of Trustees shall fix and prescribe the duties to be performed by all persons in the Classified Service and other positions not requiring certification qualifications, except those persons employed as a part of the Personnel Commission staff.

# Board of Trustees

Los Angeles Community College District

Com. No. BT1	Division	Board of Trustees	Date: April 30, 2014
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11202. ~~REMOVAL OF POSITION FROM CLASSIFIED SERVICE. No governing board~~ The Board of Trustees shall not remove a position from the Classified Service by title assignment or otherwise require an incumbent to be credentialed if such position is not required to be designated certificated by the Education Code, unless the position is one for which minimum qualifications have been established by the Board of Governors pursuant to Education Code Section 87356.
11203. ~~MERIT SYSTEM RULES GOVERNING MERIT SYSTEM FOR CLASSIFIED EMPLOYEES.~~ Personnel Commission rules which are necessary to ensure the efficiency of the merit system for classified employees and the selection and retention of classified employees upon a basis of merit and fitness shall be binding on the Board of Trustees.
- Personnel Commission rules shall determine the procedure to be followed by the Board of Trustees as they pertain to the Classified Service regarding applications, examinations, eligibility, appointments, promotions, demotions, transfers, dismissals, resignations, layoffs, reemployment, vacations, leaves of absence, compensation within classifications, job analyses and specifications, performance evaluations, public advertisement of examinations, rejections of unfit applicant without competition, and any other matters necessary to carry out the provisions and purposes of the merit system for the classified employees.
- ~~Personnel Commission rules which pertain to matters which are subjects of negotiation under the provisions of Section 3543.2 of the Government Code shall be in accordance with the applicable negotiated agreement.~~
- The Personnel Commission Rules shall apply to all employees except where the subject of the rule is addressed in a collective bargaining agreement. In such cases, the provisions of the collective bargaining agreement shall be applicable to unit employees.
11204. REASSIGNMENT OF CLASSIFIED EMPLOYEES DUE TO ILLNESS OR INJURY. The Board of Trustees may reassign a regular classified employee who is determined to be incapable of performing the duties of his/her class because of illness or injury. The position to which he/she is assigned shall be subject to classification by the Personnel Commission.
11205. LAYOFF OF CLASSIFIED PERSONNEL BY THE BOARD OF TRUSTEES. The Board of Trustees may lay off persons in the classified service for lack of work or lack of funds. They may not, however, demote or remove a person permanent employee in the ~~permanent~~ Classified Service except for reasonable cause designated by rule of the Personnel Commission as detrimental to the efficiency of the service.
11206. SUSPENSION AND DISMISSAL OF A CLASSIFIED EMPLOYEE. The Board of Trustees may suspend for a period of not more than 30 days, demote, or dismiss a classified employee for reasonable cause. In such case, the ~~Director of Employer/Employee Relations Chancellor or his/her designee~~ shall within 10 days of the suspension, demotion, or dismissal file written charges with the Personnel Commission and give to the employee or deposit in the United States registered mail with postage prepaid, addressed to the employee at his last known place of address, a copy of the charges.



# Board of Trustees

Los Angeles Community College District

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Whenever an classified employee of a school district is charged with the commission of any sex offense as defined in Section ~~42912.5~~ 87010, or any narcotics offense as defined in Section ~~42912.5~~ 87011, or a violation of Subdivision 1 of Section 261 of the Penal Code, Sections 11530 to 11532, both inclusive, 11540, or 11910 to 11915, both inclusive insofar as said sections relate to subdivision (c) of Section 11901, Sections 11357 to 11361, inclusive, 11363, 11364, or 11377 to 11382, inclusive, insofar as such sections relate to, any controlled substances in paragraph (4) or (5) of subdivision (b) of Section 11056, or any controlled substances in subdivision (d) of Section 11054, except paragraphs (10), (11), (12), and (17) of such subdivision of the Health and Safety Code by complaint, information, or indictment filed in a court of competent jurisdiction, the Board of Trustees may immediately suspend the employee for a period of time extending for not more than 10 days after the date of the entry of the court judgment; ~~provided that~~ However, the suspension may be extended beyond such 10-day period in case the Board of Trustees gives notice within such 10-day period that it will dismiss the employee 30 days after the service of the notice, unless he/she demands a hearing.

An permanent employee in the permanent Classified Service who has been suspended, demoted, or dismissed, may appeal to the Personnel Commission within 14 days after receipt of a copy of the written charges by filing a written answer to the charges.

The Personnel Commission shall investigate the matter on appeal and may require further evidence from either party; or may; order a hearing. A hearing shall be ordered upon the request of an accused employee shall, order a hearing. The accused employee shall have the right to appear in person or with counsel and to be heard in his/her own defense. The decision shall not be subject to review by the Board of Trustees.

11207. POWERS OF PERSONNEL COMMISSION IN CONDUCTING HEARINGS AND INSPECTING RECORDS OF BOARD OF TRUSTEES. The Personnel Commission may conduct hearings, subpoena witnesses, require the production of records or information pertinent to investigation, and may administer oaths. It may, at will, inspect any records of the Board of Trustees that may be necessary to satisfy itself that the procedures prescribed by the Personnel Commission have been complied with. Hearings may be held by the Personnel Commission on any subject to which its authority may extend as described by law.

11208. NO DISCRIMINATION FOR POLITICAL ACTS, OPINIONS OR AFFILIATIONS: LIMITATION ON POLITICAL ACTIVITIES. No person who is in the Classified Service or who's is upon name appears on any eligibility list shall be appointed, demoted, or removed, or in any way discriminated against because of his/her political acts, opinions, or affiliations.

No person in the Classified Service shall engage in political activities during his/her assigned hours of employment.

No member of the Board of Trustees shall directly or indirectly solicit or be concerned in soliciting any assessment, contribution, or political service of any kind whatsoever for any political purpose from any person who is in the Classified Service or who's is upon name appears on any eligibility list.

# Board of Trustees

Los Angeles Community College District

Com. No. BT1	Division	Board of Trustees	Date: April 30, 2014
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No officer or employee of the District shall directly or indirectly ~~coerce or attempt to coerce~~ or in any way bring pressure or attempt to bring pressure upon any other such officer or employee, to support or refrain from supporting any political group for any political purpose ~~whatever~~.

## ARTICLE III

### PERSONNEL COMMISSION MEMBERS

11301. PROHIBITION OF MEMBERSHIP ON THE PERSONNEL COMMISSION. No member of the Board of Trustees or a county board of education shall be eligible for appointment, reappointment, or continuance as a member of the Personnel Commission.
11302. EMPLOYMENT BY COLLEGE DISTRICT OF PERSONNEL COMMISSION MEMBERS. No member of the Personnel Commission may, during his or her term of service, be an employede by of the Los Angeles Community College District.



# Board of Trustees

Los Angeles Community College District

**ACTION**

Com. No. BT2

Division

Board of Trustees

Date: April 30, 2014

Subject: **RESOLUTION – AFFIRM COMMITMENT TO PROTECT CAPITAL INVESTMENTS THROUGH UNDERSTANDING AND MANAGEMENT OF TOTAL COST OF OWNERSHIP**

The following resolution is presented by Trustees Veres and Svonkin:

- WHEREAS, Buildings are among the most expensive capital assets owned by the District and must be regularly maintained to operate properly, effectively, and efficiently; and
- WHEREAS, Building lifecycle costs include acquisition costs to build, buy, and/or lease; and
- WHEREAS, Building lifecycle costs include daily maintenance costs to perform cleaning, trash handling, gardening, and other activities; and
- WHEREAS, Building lifecycle costs include periodic maintenance costs to perform corrective, preventive, and predictive actions; and
- WHEREAS, Building lifecycle costs include utility costs that include electricity, gas, water, and sewer; and
- WHEREAS, Building lifecycle costs include capital renewal costs that include periodic replacement of major building components and utilities infrastructure such as HVAC (heating, ventilation and air conditioning), roofing, infrastructure, fire-life-safety code compliance, safety, streets, and tunnels; and
- WHEREAS, Building lifecycle costs include end-of-life costs that factor demolition for new construction or for major renovation; and
- WHEREAS, All of the above building lifecycle costs must be properly managed and staffed to maintain and protect the District's capital investments and equipment warranties; now, therefore, be it
- RESOLVED, That the District endeavors to ensure full value from its operations and maintenance resources by performing a cost-benefit analysis on facilities maintenance and operations activities; and be it further
- RESOLVED, That the District will implement effective and efficient management tools to measure and track the performance of its facilities so that it can provide a consistently high-quality environment Districtwide for students, faculty, and staff to teach, work, and learn; and be it further
- RESOLVED, That the District will create objective Districtwide criteria for cleanliness supported by a funding level that will provide adequate staffing and equipment to maintain appropriate safety and maintenance standards.

Chancellor and  
Secretary of the Board of Trustees

By \_\_\_\_\_ Date \_\_\_\_\_

Eng _____	Santiago _____
Field _____	Svonkin _____
Moreno _____	Veres _____
Pearlman _____	Griggs _____ Student Trustee Advisory Vote



# Board of Trustees

Los Angeles Community College District

**ACTION**

Com. No. BT3

Division

Board of Trustees

Date: April 30, 2014

Subject: **TRUSTEE ABSENCE RATIFICATION**

That the Board of Trustees of the Los Angeles Community College District hereby compensate Student Trustee Michael J. Griggs for the regular Board meeting of April 23, 2014 despite his absence pursuant to Board Rule 2104.14 Absence – Hardship.

**Background:** Student Trustee Michael J. Griggs' absence was due to an unforeseen medical appointment.

Chancellor and  
Secretary of the Board of Trustees

By \_\_\_\_\_ Date \_\_\_\_\_

Eng _____	Santiago _____
Field _____	Svonkin _____
Moreno _____	Veres _____
Pearlman _____	Griggs _____
	Student Trustee Advisory Vote



# Board of Trustees

Los Angeles Community College District

## ACTION

Com. No. BSD1

Business Services

Date: April 30, 2014

Subject: **RATIFICATIONS FOR BUSINESS SERVICES**

In accordance with the California Education Code and Los Angeles Community College District Board Rules, the following routine transactions are reported for ratifications:

A. **SERVICE AGREEMENTS**

4500198497 Educational Services Center. Agreement with Thomas Brown and Associates, LLC to provide the LACCD's Board of Trustees with professional development services to implement a Board Self-Assessment process as set forth by the Association of California Community and Junior Colleges (ACCJC) and Board policy which can be used by the Board to plan and implement future actions during the period February 26, 2014 to June 30, 2014, inclusive. Total cost not to exceed: \$10,000.

4500198512 Valley. Agreement with College Brain Trust Consulting to provide services related to accreditation including meetings with college staff and the accreditation work groups to review plans the college has developed aimed at strengthening its accreditation reports and responses; developing independent recommendations on steps the college can take to strengthen its accreditation standings, including revisions to accreditation documents; and facilitating an accreditation forum on campus to encourage college community to work together to strengthen its accreditation standing during the period February 24, 2014 to June 30 2014, inclusive. Total cost not to exceed: \$28,000.

Total Cost of Section A: \$38,000

Recommended and Approved by: \_\_\_\_\_

Adriana D. Barrera, Interim Chancellor

Chancellor and Secretary of the Board of Trustees

By: \_\_\_\_\_ Date \_\_\_\_\_

Eng _____	Santiago _____
Field _____	Svonkin _____
Moreno _____	Veres _____
Pearlman _____	Griggs _____
	Student Trustee Advisory Vote



# Board of Trustees

Los Angeles Community College District

## ACTION

Com. No. BSD2

Division: Business Services

Date: April 30, 2014

**Subject: BUSINESS SERVICES ROUTINE REPORT**

**I. AUTHORIZE CONTRACT WITH THE COUNTY OF LOS ANGELES FOR POLICE SERVICES**

Authorize a joint powers agreement with the County of Los Angeles Sheriff's Department for the period of July 1, 2014 through June 30, 2015 to provide police and security services for the District at a cost for the year not to exceed sixteen million dollars (\$16,000,000).

Background: The District has been contracting with the Sheriff's Department to provide its regular police and security services since January 2001. The current contract expires on June 30, 2014. The request for a one-year contract is being made to allow for a complete review of performance measures which will serve as a basis for the discussion regarding the development of a new five-year contract with the Los Angeles County Sheriff's Department for the provision of policing services on all District locations. The costs are based on the current year (2013-14) contract costs which are specified rates for various positions and services, and do not include any increases.

**II. AUTHORIZE SERVICE AGREEMENT**

Authorize agreement with KH Consulting Group to conduct a comprehensive Compensation Benchmark Survey (CBS) for faculty and dean positions to provide independent, objective, third-party data on compensation for commensurate positions at other community college districts in California during the period of May 1, 2014 to June 30, 2014. Total cost not to exceed \$84,000.

Background: Nine firms were solicited for proposals to conduct this survey and four proposals were received. An evaluation committee comprised of a college president, the Vice Chancellor of Human Resources and the Faculty Guild negotiator selected this firm based on the comprehensiveness of the proposed scope of work, timeframe and the methodology of the survey. As the largest community college district in the United States and one of the largest in the world, the Los Angeles Community College District (LACCD) had more than 2,100 full-time equivalent faculty (FTEF) and a total faculty payroll in excess of \$200 million in Fall 2012 for both full and part-time faculty. The CBS is

Recommended and Approved by: \_\_\_\_\_

*Adriana D. Barrera*  
Adriana D. Barrera, Interim Chancellor

Chancellor and Secretary of the Board of Trustees

By: \_\_\_\_\_ Date \_\_\_\_\_

Eng _____	Santiago _____
Field _____	Svonkin _____
Moreno _____	Veres _____
Pearlman _____	Griggs _____
	Student Trustee Advisory Vote

# Board of Trustees

Los Angeles Community College District

Com. No. BSD2	Division: Business Services	Date: April 30, 2014
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necessary to compare LACCD faculty and dean positions with positions at other community college districts within the state. This CBS is a one-time, short-term project which requires specialized expertise and resources that an external firm will provide complementing the staff of the LACCD Human Resources Division. Funding is through Districtwide funds.



# Board of Trustees

Los Angeles Community College District

Collective Bargaining  
**NOTICE**

Notice: April 30, 2014

Com. No. HRD/A

Division:

Human Resources

Action: May 14, 2014

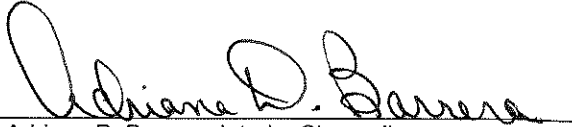
**SUBJECT: ADOPT THE DISTRICT'S INITIAL PROPOSAL TO THE EXCLUSIVE REPRESENTATIVES OF THE LOS ANGELES COMMUNITY COLLEGE DISTRICT ADMINISTRATORS' UNIT REPRESENTED BY CALIFORNIA TEAMSTERS PUBLIC, PROFESSIONAL & MEDICAL EMPLOYEES UNION LOCAL 911**

Pursuant to Government Code Section 3547 and Board Rule 101400, the Los Angeles Community College District proposes that representatives of the District and agents of the Los Angeles Community College District Administrators' Unit represented by California Teamsters Public, Professional & Medical Employees Union Local 911 commence negotiations on the 2014-2017 collective bargaining agreement, with a particular focus on the following items:

- Agreement Article 4
- Classification Specification and Duty Statement Article 7
- Compensation Article 9
- Vacation Article 12
- Professional Growth, Training and Retraining Article 14
- Temporary Formal/Informal Assignment: Compensation Article 19

Background: Government Code Section 3547 and Board Rule 101400 require the District to inform the public of the issues to be negotiated with an employee organization by presenting all initial proposals that relate to matters within the scope of representation under the Educational Employment Relations Act at a public meeting of the Board. For that reason, the Board of Trustees is presenting its initial proposal to the above named union to open negotiations on the issues listed above. The matter is on the Board's agenda today so that the public may comment on the proposal before the Board considers its adoption.

Recommended by:   
Albert J. Roman  
Vice Chancellor, Human Resources

Recommended and Approved by:   
Adriana D. Barrera, Interim Chancellor

Chancellor and  
Secretary of the Board of Trustees

By \_\_\_\_\_ Date \_\_\_\_\_

Eng _____	Santiago _____
Field _____	Svonkin _____
Moreno _____	Veres _____
Pearlman _____	Griggs _____
	Student Trustee Advisory Vote





# Board of Trustees

Los Angeles Community College District

**COLLECTIVE BARGAINING  
NOTICE**

Notice: **April 30, 2014**

Com. No. HRD/B

Division:

**Human Resources**

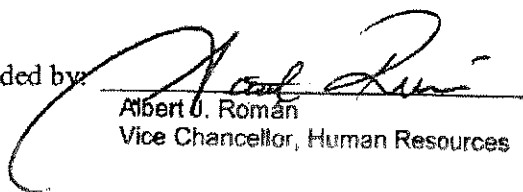
Action: **May 14, 2014**

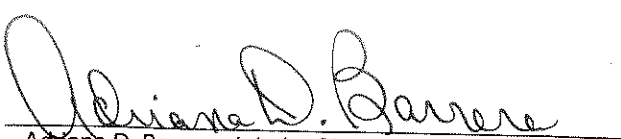
**SUBJECT: ADOPT DISTRICT'S INITIAL PROPOSAL TO THE EXCLUSIVE REPRESENTATIVES OF THE LOS ANGELES/ORANGE COUNTIES BUILDING AND CONSTRUCTION TRADES COUNCIL**

Pursuant to Government Code Section 3547 and Board Rule 101400, the Los Angeles Community College District proposes that representatives of the District and agents of the Los Angeles/Orange Counties Building and Construction Trades Council commence negotiations on the 2014-2017 collective bargaining agreement, with a particular focus on the following items:

- Term of Agreement Article 2
- Wages, Salaries & Differentials Article 17
- Health Benefits Article 16
- Terms and Conditions of Employment as it applies to Craft Workers

Background: Government Code Section 3547 and Board Rule 101400 require the District to inform the public of the issues to be negotiated with an employee organization by presenting all initial proposals that relate to matters within the scope of representation under the Educational Employment Relations Act at a public meeting of the Board. For that reason, the Board of Trustees is presenting its initial proposal to the above named union to open negotiations on the issues listed above. The matter is on the Board's agenda today so that the public may comment on the proposal before the Board considers its adoption.

Recommended by:   
Albert U. Roman  
Vice Chancellor, Human Resources

Recommended and Approved by:   
Adriana D. Barrera, Interim Chancellor

Chancellor and Secretary of the Board of Trustees

By \_\_\_\_\_ Date \_\_\_\_\_

Eng _____	Santiago _____
Field _____	Svonkin _____
Moreno _____	Veres _____
Pearlman _____	Griggs _____
	Student Trustee Advisory Vote



# Board of Trustees

Los Angeles Community College District

**COLLECTIVE BARGAINING  
NOTICE**

Notice: April 30, 2014

Com. No. HRD/C

Division:

Human Resources

Action: May 14, 2014

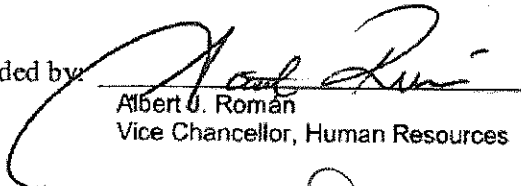
**SUBJECT: ADOPT DISTRICT'S INITIAL PROPOSAL TO THE SERVICE EMPLOYEES  
INTERNATIONAL UNION, LOCAL 99**

Pursuant to Government Code Section 3547 and Board Rule 101400, the Los Angeles Community College District proposes that representatives of the District and agents of the Service Employees International Union, Local 99 commence negotiations on the 2014-2017 collective bargaining agreement, with a particular focus on the following items:


- Article 3—Nondiscrimination and Diversity Commitment.
- Article 6—Union Rights
- Article 8—Hours and Overtime
- Article 9—Leaves of Absence
- Article 10—Transfer and Shift Change
- Article 11—Safety
- Article 12—Performance Evaluation Procedure
- Article 15—Uniforms and Tools
- Article 16—Promotional Opportunities
- Article 18—Special Pay Practices
- Article 19—Wages and Salaries
- Article 22—Employee Assistance Program
- Article 23—Committees

Background: Government Code Section 3547 and Board Rule 101400 require the District to inform the public of the issues to be negotiated with an employee organization by presenting all initial proposals that relate to matters within the scope of representation under the Educational Employment Relations Act at a public meeting of the Board. For that reason, the Board of Trustees is presenting its initial proposal to the above named union to open negotiations on the issues listed above. The matter is on the Board's agenda today so that the public may comment on the proposal before the Board considers its adoption.

Recommended by:

  
Albert J. Roman  
Vice Chancellor, Human Resources

Recommended and Approved by:

  
Adriana D. Barrera, Interim Chancellor

Chancellor and  
Secretary of the Board of Trustees

By \_\_\_\_\_ Date \_\_\_\_\_

Eng _____	Santiago _____
Field _____	Svonkin _____
Moreno _____	Veres _____
Pearlman _____	Griggs _____
	Student Trustee Advisory Vote



# Board of Trustees

Los Angeles Community College District

**ACTION**

Com. No. **HRD1**

Division

**Human Resources**

Date: **April 30, 2014**

**SUBJECT: SUSPENSION OF CLASSIFIED PERMANENT EMPLOYEE**

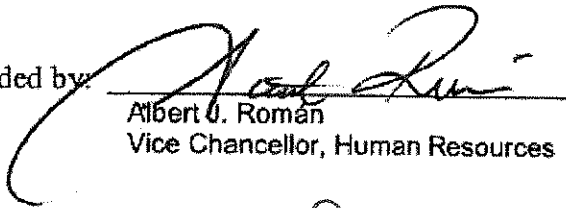
The five (5) day suspension of employee (EN803008) assigned to Los Angeles City College as a permanent Custodian is based on the following causes:

- Unauthorized Use or Abuse of District or Student Body Property
- Discourteous, Abusive and/or Threatening Language or Behavior Directed Toward Any Person, Including Sexual Harassment, Racial Harassment, or Other Legally Prohibited Actions or Behavior
- Inattention to or Dereliction of Duty
- Willful Misconduct or Any Other Willful Failure of Good Conduct Tending to Injure the Public Service
- Abuse of Leave Privileges by Habitual Use of Leave for Trivial Indispositions or by Absence so Frequent that the Efficiency of the Service is Impaired

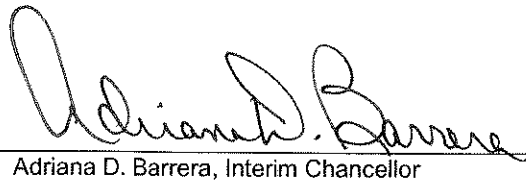
Background: The above recommendation is in accordance with procedures listed in Education Code Section 88123 and Personnel Commission Rule 735. Evidence is on file in the Employer-Employee Relations Unit of the Human Resources Division to support the above recommendation.

Due process rights guaranteed by Skelly v. State Personnel Board, 15 Cal. 3d 194 (1975) have been afforded the above listed permanent employee

Recommended by:

  
 Albert U. Roman  
 Vice Chancellor, Human Resources

Recommended and Approved by:

  
 Adriana D. Barrera, Interim Chancellor

Chancellor and Secretary of the Board of Trustees

By \_\_\_\_\_ Date \_\_\_\_\_

Eng _____	Santiago _____
Field _____	Svonkin _____
Moreno _____	Veres _____
Pearlman _____	Griggs _____
	Student Trustee Advisory Vote