



GROSSMONT-CUYAMACA
COMMUNITY COLLEGE DISTRICT

Tuesday, October 27, 2020 Governing Board Special Meeting

Notice: Special Meeting of the Grossmont-Cuyamaca College District Governing Board

Open Session-4:45 p.m.

Video link: https://youtu.be/ICO0iWV_rE0

*** Executive Orders N-29-20 and N-35-20 signed by Governor Newsom, extend the authorization of local legislative bodies to hold public meetings via teleconference and suspends some of the requirements of the Brown Act. The Executive Orders require a local legislative body that holds a meeting via teleconferencing and allows members of the public to observe and address the meeting telephonically or otherwise electronically.**

The full text of Executive Orders available at:

<https://www.gov.ca.gov/wp-content/uploads/2020/03/3.17.20-N-29-20-EO.pdf>

<https://www.gov.ca.gov/wp-content/uploads/2020/03/3.21.20-EO-N-35-20.pdf>

Public Comment:

In lieu of in-person attendance due to COVID-19 and Executive Orders N-29-20 and N-35-20, submission of public comments must be sent via e-mail to Michael Williamson, Executive Assistant, Chancellor/Governing Board at michael.williamson@gcccd.edu. All comments submitted will be reviewed and sent to Board President for consideration to be read aloud during the Board meeting. All public comments submitted, whether read aloud or not, will be reviewed by the Board and included in the administrative record of the meeting. Comments will only be accepted until 2:00 p.m. on the day of the meeting. Individual comments/presentations are limited to four minutes per topic. The maximum time allotment for public speakers on any one subject regardless of the number of speakers at any one Board meeting shall be twenty minutes.

In compliance with the Americans with Disabilities Act, the Grossmont-Cuyamaca Community College District will make every effort to honor requests for reasonable accommodations made by individuals with disabilities [ADA Title II, Sec. 202, 42 USC 12132]. If you need accommodation please send an email to Michael.williamson@gcccd.edu, 48 hours in advance of the scheduled meeting at (619) 644-7570.

In compliance with Government Code section 54957.5, non-exempt writings that are distributed to Governing Board Trustees for the Grossmont-Cuyamaca Community College District in advance of the meetings, may be viewed at the Governing Board live-stream meeting, or online at <https://go.boarddocs.com/ca/gcccd/Board.nsf/Public>, or at the Chancellor/Governing Board District Offices North, 8800 Grossmont College Drive, El Cajon, CA 92020.

Board reserves the right to modify the order of business as it deems appropriate.

1. Special Meeting

Subject **1.1 Call to Order**

Meeting Oct 27, 2020 - Governing Board Special Meeting

Category 1. Special Meeting

Access Public

Type Procedural

Subject **1.2 Pledge of Allegiance**

Meeting Oct 27, 2020 - Governing Board Special Meeting

Category 1. Special Meeting

Access Public

Type Procedural

Subject **1.3 Roll Call - Establishment of Quorum**

Meeting Oct 27, 2020 - Governing Board Special Meeting

Category 1. Special Meeting

Access Public

Type Procedural

2. Open Session

Subject **2.1 Announcement Open Session**

Meeting Oct 27, 2020 - Governing Board Special Meeting

Category 2. Open Session

Access Public

Type Procedural

Subject **2.2 Public Comment / Presentation: written comments will be accepted until 2:00 p.m. the day of the meeting**

Meeting Oct 27, 2020 - Governing Board Special Meeting

Category 2. Open Session

Access Public

Type Procedural

Public Written Comment:

In lieu of in-person attendance due to COVID-19 and Executive Orders [N-29-20](#) and [N-35-20](#), submission of public comments must be sent via e-mail to Michael Williamson, Executive Assistant, Chancellor/Governing Board at michael.williamson@gcccd.edu. All comments submitted will be reviewed and sent to Board President for consideration to be

read aloud during the Board meeting. All public comments submitted, whether read aloud or not, will be reviewed by the Board and included in the administrative record of the meeting. Comments will only be accepted until 2:00 p.m. on the day of the meeting. Individual comments/presentations are limited to four minutes per topic. The maximum time allotment for public speakers on any one subject regardless of the number of speakers at anyone Board meeting shall be twenty minutes.

Remote Viewing/Listening:

Members of the public who wish to watch the meeting, are encouraged to view it [live online](#).

In Person Participation:

Due to the Coronavirus disease (COVID-19) public health emergency, including the order by the State of California public health officials for anyone living in the state to stay home, **in person participation at Grossmont-Cuyamaca Community College District Governing Board meetings will not be allowed.**

3. Human Resources

Subject	3.1 Resolution 20-024 Supplementary Early Retirement Plan (SERP)
Meeting	Oct 27, 2020 - Governing Board Special Meeting
Category	3. Human Resources
Access	Public
Type	Action
Fiscal Impact	Yes
Budgeted	Yes
Recommended Action	Adopt Resolution 20-024 Supplementary Early Retirement Plan (SERP), as recommended by the Chancellor.

INFORMATION IN SUPPORT OF PROPOSAL

a. Summary of Issue

The Governing Board is requested to adopt Resolution 20-024 (**Attachment A**) implementing a Supplementary Early Retirement Plan (SERP). By approving Resolution 20-024, the Governing Board would adopt the Public Agency Retirement Services (PARS) Supplementary Early Retirement Plan; appoint the Interim Vice Chancellor Business Services as the District's Plan Administrator; authorize the District's Plan Administrator to execute the contracts, custodial agreement facilitating the payment of contributions to the 403(b) arrangement, and other legal documents related to a trust or the plan on behalf of the District; and to take whatever additional actions are necessary to maintain the District's participation in the plan and maintain compliance with any relevant regulations issued.

b. Background

Due to COVID-19 pandemic and the instability of the State economy, the District is facing significant budget challenges in 2020-2021 and in future budget years. As one of the steps the District is taking to address those budget challenges, the Governing Board authorized the District to offer a SERP opportunity for eligible employees, announced on August 24, 2020. The District has been working with PARS on the SERP program.

The enrollment deadline for eligible employees to indicate their participation in the SERP program was October 2, 2020, with retirement on Decer 18, 2020. Enrollment forms were received and accepted from 35 employees determined to be eligible to participate, which includes 7 faculty, 24 classified non-management, 3 supervisors, and 1 classified management.

The net savings for the District from the SERP program is projected to be \$3.6 million over the next 6 years with net savings in 2020-2021 project \$667,000.

File Attachments

[Attachment A - Board Resolution - 10-27-2020.pdf \(628 KB\)](#)

Motion & Voting

Adopt Resolution 20-024 Supplementary Early Retirement Plan (SERP), as recommended by the Chancellor.

Motion by Brad Monroe, second by Elena Adams.

Final Resolution: Motion Carries

Yea: Bill Garrett, Debbie Justeson, Elena Adams, Linda Cartwright, Brad Monroe, Benjamin Blevins - GC Student Trustee
Advisory Vote

Subject	3.2 Ratification of Retirements under the Supplementary Early Retirement Plan (SERP)
Meeting	Oct 27, 2020 - Governing Board Special Meeting
Category	3. Human Resources
Access	Public
Type	Action
Fiscal Impact	Yes
Budgeted	Yes
Recommended Action	Ratify the action of the Chancellor in approving classified and academic personnel retirements under the Supplementary Early Retirement Plan (SERP) authorized by the Governing Board.

INFORMATION IN SUPPORT OF PROPOSAL

a. Summary of Issue

Due to COVID-19 pandemic and the instability of the State economy, the District is facing significant budget challenges in 2020-2021 and in future budget years. As one of the steps the District is taking to address those budget challenges, the Governing Board authorized the District to offer a Supplementary Early Retirement Plan (SERP) opportunity for eligible employees, announced on August 24, 2020. The District has been working with Public Agency Retirement Services (PARS) on the SERP program.

The enrollment deadline for eligible employees to indicate their participation in the SERP program was October 2, 2020, with retirement on December 18, 2020. Enrollment forms were received and accepted from 35 employees determined to be eligible to participate, which includes 7 faculty, 24 classified non-management, 3 supervisors, and 1 classified management (**Attachment A**).

The net savings for the District from the SERP program is projected to be \$3.6 million over the next 6 years with net savings in 2020-2021 project \$667,000.

File Attachments

[Attachment A - SERP Participants Retiring December 18, 2020.pdf \(626 KB\)](#)

Motion & Voting

Ratify the action of the Chancellor in approving classified and academic personnel retirements under the Supplementary Early Retirement Plan (SERP) authorized by the Governing Board.

Motion by Brad Monroe, second by Debbie Justeson.

Final Resolution: Motion Carries

Yea: Bill Garrett, Debbie Justeson, Elena Adams, Linda Cartwright, Brad Monroe, Benjamin Blevins - GC Student Trustee
Advisory Vote

Subject

3.3 Side Letter Agreement between the American Federation of Teachers Local 1931 (AFT) and Grossmont-Cuyamaca Community College District

Meeting	Oct 27, 2020 - Governing Board Special Meeting
Category	3. Human Resources
Access	Public
Type	Action
Fiscal Impact	Yes
Budgeted	Yes
Budget Source	Net budgetary savings due to mid-year health benefit reductions.
Recommended Action	To approve the side letter between the American Federation of Teachers Local 1931 (AFT) and Grossmont-Cuyamaca Community College District regarding ESL class maximus, health benefits, computer loan program, priority of assignment, faculty office hours, adjunct faculty sabbaticals, duration of agreement and lab assignments.

File Attachments

[Attachment A Sideletter between AFT and GCCCD.pdf \(2,058 KB\)](#)

Motion & Voting

To approve the side letter between the American Federation of Teachers Local 1931 (AFT) and Grossmont-Cuyamaca Community College District regarding ESL class maximus, health benefits, computer loan program, priority of assignment, faculty office hours, adjunct faculty sabbaticals, duration of agreement and lab assignments.

Motion by Debbie Justeson, second by Elena Adams.

Final Resolution: Motion Carries

Yea: Bill Garrett, Debbie Justeson, Elena Adams, Linda Cartwright, Brad Monroe, Benjamin Blevins - GC Student Trustee
Advisory Vote

4. Adjournment

Subject	4.1 Adjournment
Meeting	Oct 27, 2020 - Governing Board Special Meeting
Category	4. Adjournment
Access	Public
Type	Procedural