The following is a summary of the Feb. 11, 2008 SMC Board of Trustees meeting:

**CONTRACT RATIFICATION AND SALARY INCREASES:** In separate actions, the Board voted unanimously to approve the collective bargaining contract with the SMC Faculty Association and to give salary increases and adjustments to faculty, managers, confidential employees and administrators. (Similar raises were approved last year for classified employees.) The actions are intended to provide consistent salary increases within the same time frame to faculty, classified staff, and managers, and to make salaries more in line with comparable community college districts in California.

- **Faculty:** The Board voted unanimously to ratify the collective bargaining contract with the Faculty Association effective from Aug. 21, 2007 through Aug. 23, 2010. Among other things, agreements were reached on salary, part-time parity, health benefits, and professional development. The three-year contract provides a 3.5 percent salary increase for the 2007-08 academic year, and the state’s cost-of-living allowance (COLA) minus 1 percent, for 2008-09 and 2009-10. (If state COLA is 0 to 1 percent, then there will be no salary increase.) In addition, the college will pay $1.05 million over the three-year term of the contract for step adjustments to the A-1 salary schedule to achieve higher statewide ranking positions for full-time faculty. Also, the contract calls for parity for load factor 1.0 part-time faculty who, by 2009-10, will receive 81.25 percent parity that will include paid office hours. The contract was previously ratified by the Faculty Association on a 508-3 vote.

- **Academic Administrators:** The Board voted unanimously to approve a 3.5 percent salary increase, retroactive to July 1, 2007, and a salary adjustment, effective Jan. 1, 2008, to bring administrator positions within 5 percent of the median compensation for similar positions at comparable college districts – El Camino, Foothill-DeAnza, Glendale, Long Beach, Los Angeles and Pasadena. The adjustment – based on a market study – is needed to stay competitive and to recruit and retain administrators, college officials say.

- **Classified managers and confidential employees:** The Board approved a 3.5 percent salary increase, retroactive to July 1, 2007, and salary schedule market adjustments, calculated on the same basis as the Hay Study adjustments previously approved for classified staff on Jan. 1, 2008 and July 1, 2008.

The total cost of the salary increases and adjustments for faculty, classified staff, and managers for the current year is estimated to be $5.05 million and the total cost for 2008-2009 is estimated to be $7.94 million.

**SUPERINTENDENT/PRESIDENT EMPLOYMENT AGREEMENT:** The Board voted unanimously to approve an amended and restated employment contract with Superintendent/President Dr. Chui L. Tsang, effective Tuesday (Feb. 12). The decision was based on a recommendation of a Board ad hoc committee – made up of Trustees Margaret Quinones-Perez, Rob Rader and Andrew Walzer – that studied compensation packages and incentives for community college
chief executives in comparable districts. The contract amendments are:

- Extend the President’s term of employment to June 30, 2011.
- Increase the President’s base salary to $229,000 effective as of July 1, 2007.
- Increase the President’s automobile allowance to $750 per month.
- In every year in which the President receives a satisfactory evaluation, his salary will increase by $15,000 on July 1 of such year, beginning July 1, 2008.
- The President will immediately contact the Board Chair if he submits an application for employment in any other district or in any other capacity.
- If Dr. Tsang has been continuously employed by the District through July 1, 2010 and has not submitted an application for employment anywhere else as of that time, he and his spouse will be entitled to continue to participate in the District’s health plan upon retirement until they are eligible for Medicare, at which time the District will pay the cost of a Medicare supplemental insurance policy in an amount not to exceed a combined total of $500 per month.
- As an additional incentive to retain the President’s continued services to the District, the District will place fifteen thousand dollars in an interest bearing account on or about July 1 of every year that the President receives a satisfactory evaluation, beginning July 1, 2008 and then annually thereafter, not to exceed four payments. The District guarantees that the funds in the account will accrue annual interest at a minimum rate of 5%. The President’s interest in the account will not vest until the termination of his employment contract, whenever that may be, provided that it is not before June 30, 2010.
- So long as the President has been continuously employed in the District and has not submitted an application for employment elsewhere, he will have the option beginning July 1, 2010 or anytime thereafter of discontinuing the annual payments to the deferred compensation account and receiving the remaining annual payments as additional compensation. If the President submits an application for employment in another district or elsewhere prior to July 1, 2010, he will forfeit all rights to any of the deferred compensation funds.

**STUDENT SERVICES REPLACEMENT, BOOKSTORE MODERNIZATION & PICO IMPROVEMENTS PROJECT:** The Board voted unanimously to adopt a final initial study/mitigated negative declaration and mitigation monitoring and reporting program and to approve the Student Services Replacement, Bookstore Modernization & Pico Improvements Project. In addition, the Board took additional steps in the project by approving architectural services for the
bookstore modernization and immediate landscaping and signage improvements on Pico Boulevard. The project is designed to consolidate various student services currently scattered throughout the main campus, beautify the Pico Boulevard frontage, and provide an important connection between the Santa Monica community and its college. The project implements the final phase of SMC’s Facilities Master Plan.

**SUPERINTENDENT’S REPORT:** President Dr. Chui L. Tsang and members of his staff made the following reports:

- **Spring Semester Opening Day & Enrollment:** Vice President of Enrollment Development Teresita Rodriguez reported that spring semester opening day Monday was very successful, marked by a high level of excitement and a deployment of employees and student ambassadors welcoming and helping new students. Enrollment is up 5 percent from opening day of spring 2007, Rodriguez said, but she cautioned that the enrollment figures could change as students add and drop classes. Rodriguez attributed the early good signs to a campuswide effort to attract students that included developing a dynamic offering of classes to meet student demand; good marketing; and aggressive outreach to both California and out-of-state students. She also noted that 42,000 financial aid checks, totaling $2.2 million, were mailed to students last Thursday. In addition, she noted the continuing robust growth of online course enrollment, which accounted for 16 percent of overall enrollment at the end of spring 2007 and has grown to 20.1 percent in the current semester.

- **State Budget Update:** Tsang reported that the state has found a pool of unspent funds in its budget that will likely eliminate the need for mid-year cuts this year as had been originally projected. However, he said that college management continues to work on identifying $400,000 in cuts that could be made, if not this year, then in 2008-09 because severe state budget woes are expected next fiscal year.

- **Strategic Planning:** Executive Vice President Randy Lawson reported that the Strategic Planning Task Force has come up with a revised mission statement, a new vision statement and a first-ever statement of core values. The task force goals focus on institutional learning outcomes, he said. The task force also has drafted a list of seven strategic initiatives that will have its "debut" at Professional Development Day on March 4.

- **Associated Students:** Associated Students President Heidi Hoeck reported that this is an exciting year of change for student government, particularly in the area of sustainability. Noting that the A.S. held a successful “Focus the Nation Teach-In on Global Warming Solutions” on Jan. 31, she said student government leaders were “thrilled” with Tsang’s announcement at the event that he has signed the American College and University Presidents Climate Commitment. She said the A.S. Board is considering amending its constitution to create a new director of sustainability position. She also said that A.S. supports subsidies for Big Blue Bus lines that allow students to ride certain lines for free and that the organization is working on creating a textbook rental program.
CALIFORNIA HIGH SCHOOL EXIT EXAM: Dean of Academic Affairs Erica LeBlanc reported that SMC has received two state grants, totaling more than $700,000, to start a program for high school students who did not pass the California High School Exit Exam. She introduced the new project director, Regina Jennings, and student recruitment coordinator, Wendi DeMorst, who will head up the new program at SMC.

NAMING OF COLLEGE FACILITIES: The Board voted unanimously to give final approval to a revision to a policy on the naming of college facilities.

QUARTERLY REPORT: The Board voted unanimously to acknowledge receipt of the Quarterly Report, as of Dec. 31, 2007.

CSEA CONTRACT CORRECTION OF COSTS: The Board voted unanimously to approve a correction to the disclosure of costs related to approval of the collective bargaining agreement with the California School Employees Association Chapter 36, which represents classified workers. The agreement had been approved by the Board Nov. 6, 2007.

MANAGEMENT ASSOCIATION: Management Association President Mona Martin reported that the “Above and Beyond” awards in February went to Tom Corpus, grounds manager and an SMC employee for 18 years, and Judy Penchansky, dean of student services and campus disciplinarian who has been with the college for 20 years.

CONSENT AGENDA ITEMS: In other actions, the Board voted unanimously to accept the resignations of Patricia Bridewell, Nursing, and Gary Gallinot, Campus Police.

ADJOURNMENT: The Board adjourned in the memory of Siew Kwang Chong, father-in-law of Dean of Information Technology Jocelyn Chong; Pete Manion, father-in-law of Math Department Chair Fran Manion; and Arthur Silvers.

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