AGENDA

Open Session
Public Session Called to Order

Roll Call
Mr. Richard Watters, Chair
Ms. Suzanne Lee Chan, Vice Chair
Mr. Greg Bonaccorsi, Member
Ms. Jan Giovannini-Hill, Member
Mr. Lance Kwan, Member
Ms. Vivien Larsen, Member
Dr. Rakesh Sharma, Member
Ms. Megan Aves, Student Member

Announce Closed Session Item

Communications from the Public on Closed Session Item

Closed Session

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<tbody>
<tr>
<td>1</td>
<td>Public Employee Evaluation (Government Code 54957)</td>
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<td></td>
<td>Title: Superintendent/President</td>
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Open Session
Report on actions taken in closed session
Pledge of Allegiance

Approval of Minutes

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<tbody>
<tr>
<td>2</td>
<td>Approval of Minutes – April 14, 2021 Meeting</td>
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<td>2360</td>
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Agenda Modifications

(This item allows for items to be removed from the Agenda or for items to be considered in a different order than they are presented in the published document. It is also an opportunity for both the Trustees and the public to indicate an interest in pulling Items off the Consent Agenda to be considered separately. Items on the Consent Agenda are considered routine matters of business. The Board reserves the right to consider if an item on the Consent Agenda is pulled. If an item on the Consent Agenda has not been pulled by a Trustee on the Board, then the public may wish to consider speaking to that item under “Communications from the Public”.)

Communications from the Public – please submit requests in advance to sfoster@ohlone.edu

This item on the Agenda provides an opportunity for the public to address the Board of Trustees on any topic that is not on the Agenda or not pulled off the Consent Agenda.

By filling out a form, citizens can make known their interest in addressing the Board on matters of general district business. The Board may also hear any written correspondence addressed to the Trustees at this time. A five minute time limit will be allotted to each speaker, unless extended by the Board Chair. Thirty minutes shall be the maximum time allotted for public speakers on any one subject regardless of the number of speakers at the board meeting. The Board may undertake discussion only to provide clarification to the public or schedule a matter for a future meeting. As a reminder, members of the audience may also submit a form to address the Board of Trustees at any time prior to the Board’s consideration of a specific item on the agenda. This may be done by utilizing the Q&A or Webinar chat function within Zoom.

Ceremonial Items and to the Board for Discussion/Action

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<tr>
<td>3</td>
<td>Asian American and Pacific Islander Heritage Month Proclamation</td>
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<td>4</td>
<td>Mental Health Awareness Month Proclamation</td>
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Consent Agenda

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<td>5</td>
<td>Approval of Student Board Member Privileges for the 2021-2022 Term</td>
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<td>6</td>
<td>Approval of April 2021 Payroll Warrants</td>
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<td>7</td>
<td>Approval of Personnel Actions</td>
<td>2200</td>
<td>5.5</td>
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<td>8</td>
<td>Board Issues Advocacy Committee Legislative Recommendations</td>
<td>2200</td>
<td>2610</td>
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<tr>
<td>9</td>
<td>Side Letter – Ohlone Community College District and United Faculty of Ohlone (UFO) - One-time Pay to Cover Costs Associated with Working Remotely</td>
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<td>10</td>
<td>Side Letter – Ohlone Community College District and California School</td>
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<td>Employees Association (Chapter #490) - One-time Pay to Cover Costs</td>
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<td>Associated with Working Remotely</td>
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<td>11</td>
<td>Side Letter – Ohlone Community College District and Service Employees</td>
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<td>International Union (Local #1021) - One-time Pay to Cover Costs</td>
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<td>Associated with Working Remotely</td>
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<td>12</td>
<td>Approval of the Tentative Agreement between Service Employees</td>
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<td>International Union, Local 1021 (SEIU) and the Ohlone Community</td>
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<td>College District – Contract duration: July 1, 2020 – June 30, 2023</td>
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<td>13</td>
<td>CCCT Trustee Report</td>
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<td>14</td>
<td>Revised Credit Courses for 2021-2022</td>
<td>4020</td>
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<td>15</td>
<td>New Noncredit Courses and Programs for 2020-2021</td>
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<td>16</td>
<td>Review of Purchase Orders</td>
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<td>17</td>
<td>Measure G Project 6108J, Lots B &amp; C Improvements – Tri-Valley Excavating</td>
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<td>Co., Inc.; Change Order #1</td>
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<td>18</td>
<td>Measure G Project 6114, Renovate Building 5 – D.L. Falk Construction, Inc.;</td>
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<td>Unilateral Change Order #1</td>
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<td>Change Order #2</td>
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<td>Fund 41 Project – Tennis Courts Walkway Repair Project – Agreement</td>
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<td>21</td>
<td>Fund 41 Project – Tennis Courts Resurfacing Project – Agreement</td>
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<td>22</td>
<td>Ratification of Contracts</td>
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<td>23</td>
<td>Authorization for the Disposal of Surplus Personal Property</td>
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**Standing Reports**

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<tr>
<td>24</td>
<td>Report from Faculty Senate</td>
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<td>25</td>
<td>Report from Associated Students of Ohlone College (ASOC)</td>
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<tr>
<td>26</td>
<td>President’s Updates (report information will be made public at the meeting and included in the board packet index after the meeting) (5 minutes)</td>
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**To the Board for Discussion / Action**

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<th>#</th>
<th>Item(s)</th>
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<tr>
<td>27</td>
<td>Review and Acceptance of the Third Quarter 2020-2021 Financial Report and Acceptance of Related Budget Changes</td>
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**To the Board Information Only**

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<td>28</td>
<td>Equal Employment Opportunity Fund – Multiple Method Allocation Model Report and Certification Form, Fiscal Year 2020-2021 – First Reading</td>
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<td>29</td>
<td>AB 1216: Rights of the Student Trustee Legislation</td>
<td>2015</td>
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<td>30</td>
<td>Measure G Quarterly Report</td>
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* = Board Policy, ** = Board Goal
**Reports and Announcements**
This is an opportunity for the Trustees to report on college activities attended or to announce upcoming college-related events.

**Agenda Items for Future Meetings**
How to Implement Board Priorities
Student Housing (May workshop)
Analyzing COVID-19 Data – how students are doing (June workshop)
Career Education & Career Center

**Adjournment**
Any person with a disability may request this agenda be made available in an appropriate alternative format. A request for a disability-related modification or accommodation may be made by a person with a disability who requires a modification or accommodation in order to participate in the public meeting to Shelby Foster, Assistant to the President/Board of Trustees - President's Office, Ohlone College, Building 1, Room #1401, (510) 659-6200, from 8:00 a.m. to 5:00 p.m., at least 48 hours before the meeting.
Priority 1: Promote a culturally-competent college environment.

- **Board Task 1.1:** Support and review the identification and elimination of barriers, and creation of opportunities and equity measures for historically underrepresented and underserved students in all areas of the campus.
- **Board Task 1.2:** Monitor the implementation of an aggressive recruitment effort for students, faculty, staff, and administration that is reflective of our campus and community demographics.
- **Board Task 1.3:** Support and ensure efforts to gain cultural competence and equitable outcomes within the college community, and incorporate the Chancellor’s Call for Action recommendations.
- **Board Task 1.4:** Increase understanding and awareness of, and sensitivity to, diverse cultures and perspectives.
- **Board Task 1.5:** Continue to review board policies to eliminate/correct discriminatory measures and biased language that create barriers and prevent equity and inclusion.
- **Board Task 1.6:** Encourage efforts to host cultural campus-wide activities and recognize achievements of our diverse college community.

*Tasks align with College Strategic Goals #1 and #2.*

Priority 2: Monitor and support student access and success.

- **Board Task 2.1:** Review and discuss presentations on student success on strategies for increasing access and success for historically underrepresented and underserved populations (non-marketing).
- **Board Task 2.2:** Review progress reports presented by faculty and/or staff on assessing student achievement and learning outcomes and discuss evidence of student learning.
- **Board Task 2.3:** Review and discuss disaggregated retention and persistence data to increase transfer and graduation rates of underrepresented and underserved students.
- **Board Task 2.4:** Monitor and review reports on workforce development and community education.
- **Board Task 2.5:** Review progress reports on math, science and English for historically underrepresented and underserved students.

*Tasks align with College Strategic Goals #1 and #4.*

Priority 3: Continue to participate actively in Board professional development and support the new Superintendent/President.

- **Board Task 3.1:** Support and encourage participation in CCLC, ACCT, and ACCJC webinars, activities and events.
- **Board Task 3.2:** Build a cohesive team amongst the Trustees and the President through open communication and board workshops.
- **Board Task 3.3:** Assist in the acclimation of the new Superintendent/President to the campus and greater district community.

*Tasks align with College Strategic Goal #5.*

Priority 4: Continue to oversee quality implementation of Measure G.

- **Board Task 4.1:** Monitor progress and review fiscal management, planning and implementation procedures and processes of bond projects.

*Task aligns with College Strategic Goal #3.*

Priority 5: Advance initiatives that affect the Ohlone Community College District and its students through community outreach and advocacy.

- **Board Task 5.1:** Review CCLC and Chancellor’s office recommendations/resolutions and take action as appropriate.
- **Board Task 5.2:** Interact with local, state and federal legislators to promote Ohlone Community College District and advocate for community college initiatives.
- **Board Task 5.3:** Interact with individuals and local community organizations to promote Ohlone Community College District and to encourage their active involvement and engagement in our District Vision.
- **Board Task 5.4:** Support the Superintendent/President in a unified message advocating for the District.
- **Board Task 5.5:** Review Board Sub-Committee on Advocacy recommendations

*Tasks align with College Strategic Goal #2 and #5.*

* = Board Policy, ** = Board Goal
Public Employee Performance Evaluation (Government Code 54957)

Title: Superintendent/President
Minutes of Board Meeting
April 14th, 2021

Members Present
Mr. Richard Watters, Chair
Ms. Suzanne Lee Chan, Vice Chair
Mr. Greg Bonaccorsi, Member
Ms. Jan Giovannini-Hill, Member
Mr. Lance Kwan, Member
Ms. Vivien Larsen, Member
Dr. Rakesh Sharma, Member
Ms. Megan Aves, Student Member

Management Present
Dr. Eric Bishop, Superintendent/President & Board Secretary
Dr. Chris Dela Rosa, Vice President of Administrative & Technology Services
Mr. Tony DiSalvo, Vice President of Academic Affairs/Deputy Superintendent
Dr. Milton Lang, Vice President of Student Services
Ms. Shairon Zingsheim, Vice President of Human Resources and Training

Open Session
Mr. Watters called the meeting to order at 6:00 p.m.

Roll Call
The roll was called. All were present.

Announce Closed Session Items

Communications from the Public on Closed Session Items
None

Closed Session  Time: 6:02 p.m.
1. (No attachment) Conference with Labor Negotiator (Government Code 54957.6)
   Employee Groups: CSEA, SEIU, UFO
   Agency Designated Representatives: Shairon Zingsheim, Chris Dela Rosa

2. (No attachment) Public Employee Evaluation (Government Code 54957)
   Title: Superintendent/President
Minutes of Board Meeting
April 14, 2021
Page 2 of 6 Pages

Return to Open Session  Time: 7:01 p.m.

Report on Actions Taken in Closed Session
No reportable action was taken during closed session.

Pledge of Allegiance
Mr. Kwan led the pledge of allegiance.

Approval of Minutes (BP 2360)
3. (Attachment 3) Approval of Minutes (March 10th, 2021 Meeting)
Motion Approved Moved/Larsen/Seconded/Chan/Passed to approve minutes from the March 10th, 2021 board meeting. A roll call vote was taken: (Advisory Vote: Aye – Aves) Ayes: Bonaccorsi, Giovannini-Hill, Kwan, Larsen, Sharma, Chan, Watters; Noes: 0; Abstain: 0; Absent: 0.

Ceremonial Items/to the Board for Action
4. (Attachment 4) Sexual Assault Awareness Month Proclamation
Motion Approved Moved/Larsen/Seconded/Chan/Passed to approve Resolution No. 24/20-21, recognizing Sexual Assault Awareness Month. A roll call vote was taken: (Advisory Vote: Aye – Aves) Ayes: Bonaccorsi, Giovannini-Hill, Kwan, Larsen, Sharma, Chan, Watters; Noes: 0; Abstain: 0; Absent: 0.

5. (Attachment 5) Earth Week Proclamation
Motion Approved Moved/Bonaccorsi/Seconded/Kwan/Passed to approve Resolution No. 25/20-21, honoring Earth Week. A roll call vote was taken: (Advisory Vote: Aye – Aves) Ayes: Bonaccorsi, Giovannini-Hill, Kwan, Larsen, Sharma, Chan, Watters; Noes: 0; Abstain: 0; Absent: 0.

6. (Attachment 6) Resolution Condemning the Recent Surge in Hate Crimes Targeting Asian Americans
Motion Approved Moved/Chan/Seconded/Aves/Passed to approve Resolution No. 26/20-21, condemning the recent surge in hate crimes targeting Asian Americans. A roll call vote was taken: (Advisory Vote: Aye – Aves) Ayes: Bonaccorsi, Giovannini-Hill, Kwan, Larsen, Sharma, Chan, Watters; Noes: 0; Abstain: 0; Absent: 0.
7. (Attachment 7) Resolution Recognizing April 2021 as Community College Month

Motion Approved Moved/Giovannini-Hill/Seconded/Larsen/Passed to approve Resolution No. 27/20-21, honoring Community College Month. A roll call vote was taken: (Advisory Vote: Aye – Aves) Ayes: Bonaccorsi, Giovannini-Hill, Kwan, Larsen, Sharma, Chan, Watters; Noes: 0; Abstain: 0; Absent: 0.

Agenda Modifications
The Board requested that agenda item #11 be moved from the consent agenda to the regular agenda.

Communications from the Public
Kelly Abreu, Re: Communication from the Public

Consent Agenda

BP 2200
8. (Attachment 8) Approval of March 2021 Payroll Warrants
9. (Attachment 9) Approval of Personnel Actions
10. (Attachment 10) Board Issues Advocacy Committee Legislative Recommendations
BP 2740
12. (Attachment 12) CCCT Board Report
BP 4020
13. (Attachment 13) New Department Name for 2022-2023
14. (Attachment 14) New Credit Program for 2021-2022
BP 6330
15. (Attachment 15) Review of Purchase Orders
BP 6340
16. (Attachment 16) Measure G Project 6105A, Academic Core Buildings – Cannon Design; Amendment #39
17. (Attachment 17) Measure G Project 6114, Renovate Building 5 – D.L. Falk Construction, Inc.; Change Order #1
18. (Attachment 18) Measure G Project 6114, Renovate Building 5 – LPAS Architecture + Design; Amendment #7 for Architectural Services
19. (Attachment 19) Measure G Project 6142/6143, Buildings 7 & 12 Exterior Painting – Selway Construction; Agreement for Construction Services
20. (Attachment 20) Futility Resolution – Emergency Responder Radio System, Academic Core Buildings Project
22. (Attachment 22) Ratification of Contracts
BP 6700
23. (Attachment 23) Civic Center and Smith Center Rental Rate Increase
Motion Approved

Moved/Bonaccorsi/Seconded/Sharma/Passed to approve consent agenda items #8-10 and #12-23. A roll call vote was taken: (Advisory Vote: Aye – Aves) Ayes: Bonaccorsi, Giovannini-Hill, Kwan, Larsen, Sharma, Chan, Watters; Noes: 0; Abstain: 0; Absent: 0.

**To the Board for Discussion and/or Action**

11. (Attachment 11) Advisory Committee Appointments for Occupational Programs and Special Programs *(BP 2200)*

Motion Approved

Moved/Chan/Seconded/Bonaccorsi/Passed to approve the advisory committee appointments for occupational programs and special programs. A roll call vote was taken: (Advisory Vote: Aye – Aves) Ayes: Bonaccorsi, Giovannini-Hill, Kwan, Sharma, Chan, Watters; Noes: 0; Abstain: Larsen; Absent: 0.

**Standing Reports**

24. (Attachment 24) Report from Faculty Senate

Information item only.

25. (Attachment 25) Report from Associated Students of Ohlone College

Information item only.

26. (Attachment 26) President’s Updates

Information item only.

The Board took a brief recess from 8:12 – 8:17 p.m.

**To the Board for Discussion and/or Action**

27. (Attachment 27) California Community College Trustees Board of Directors Election - 2021 *(BP 2200)*

Motion Approved

Moved/Chan/Seconded/Larsen/Passed to select seven candidates for the CCCT Board – Barbara Calhoun, Nan Gomez-Heitzeberg, Deborah Ikeda, Edralin Maduli, Gregory Pensa, Bernardo Perez, and Cindi Reiss. A roll call vote was taken: (Advisory Vote: Aye – Aves) Ayes: Bonaccorsi, Giovannini-Hill, Kwan, Larsen, Sharma, Chan, Watters; Noes: 0; Abstain: 0; Absent: 0.
28. (Attachment 28) Resolution No. 29/20-21, Resolution Authorizing the Issuance of the Ohlone Community College District (Alameda County, California) 2021 General Obligation Refunding Bonds (BP 2200)

Motion Approved Moved/Bonaccorsi/Seconded/Giovannini-Hill/Passed to approve Resolution No. 29/20-21, authorizing the issuance of the Ohlone Community College District (Alameda County, California) 2021 General Obligation refunding bonds. A roll call vote was taken: (Advisory Vote: Aye – Aves) Ayes: Bonaccorsi, Giovannini-Hill, Kwan, Larsen, Sharma, Chan, Watters; Noes: 0; Abstain: 0; Absent: 0.

29. (Attachment 29) Parking Fee Increase (BP 5030)

Communication from the Public – Kelly Abreu

Motion Approved Moved/Bonaccorsi/Seconded/Kwan/Passed to approve a student parking fee increase for fiscal year 2021-2022. A roll call vote was taken: (Advisory Vote: Aye – Aves) Ayes: Bonaccorsi, Giovannini-Hill, Kwan, Chan, Watters; Noes: Larsen; Abstain: Sharma; Absent: 0.

To the Board for Information Only

30. (Attachment 30) Notification of Student Health Fee Increase

Communication from the Public – Kelly Abreu

Information item only.

31. (Attachment 31) Board Issues Advocacy Committee

Information item only.

32. (Attachment 32) Update on Graduation 2021

Communication from the Public – Kelly Abreu

Information item only.

Reports and Announcements
Agenda Items for Future Meetings
How to Implement Board Priorities
Analyzing COVID-19 Data – how students did in Fall 2020
Career Education & Career Center
Discussion of Parking Fees – Faculty/Staff, Monthly Permit

Adjournment Time: 9:47 p.m.

Eric Bishop, Ed.D.
Board Secretary
OHLCONE COMMUNITY COLLEGE DISTRICT

RESOLUTION NO. 30/20-21

ASIAN AMERICAN & PACIFIC ISLANDER HERITAGE MONTH

WHEREAS, In May 1990, former President George Bush declared the month of May as Asian/Pacific American Heritage Month, and in May 1992, Governor Pete Wilson also proclaimed this month as Asian/Pacific American Heritage Month in California; and

WHEREAS, The history of the United States encompasses the unique culture and rich legacy passed down from the ancestry of Asians and Pacific Islanders; and

WHEREAS, The Board of Trustees of the Ohlone Community College District recognizes the many contributions and accomplishments of Asian Americans and Pacific Islanders for their tenacity in pursuing the highest standards and ideals attainable; and

WHEREAS, With 43.1% of Ohlone Community College District residents and 48.1% of fall 2019 students being from Asian American and Pacific Islander heritage, the district is an officially designated Asian American Native American Pacific Islander Serving Institution (AANAPISI); and

WHEREAS, The Board of Trustees of the Ohlone Community College District encourages the illumination of the rich cultural heritage and ethnic diversity within the greater Tri-Cities area as part of the District’s commitment to cultural awareness programs;

NOW, THEREFORE, BE IT RESOLVED that the Ohlone College Board of Trustees hereby declares May as Asian American and Pacific Islander Heritage Month in appreciation of the achievements and contributions made by Asian Americans and Pacific Islanders to the educational programs of the Ohlone Community College District. The Board of Trustees encourages all of the faculty, staff, and students to promote and join in the appropriate celebrations and observances throughout the Ohlone Community College District.

PASSED AND ADOPTED on this 12th day of May 2021.

________________________________
Secretary, Board of Trustees
Ohlone Community College District
County of Alameda, State of California
WHEREAS, there is a proven connection between good mental health and overall personal health; and

WHEREAS, good mental health is critical to the well-being of our families, communities, schools, and businesses; and

WHEREAS, people with mental illnesses make important contributions to our families and our communities; and

WHEREAS, mental illnesses affect almost every family in America; and

WHEREAS, millions of adults and children are impacted by mental illnesses every year; and

WHEREAS, during the current pandemic, mental health concerns caused by fear and isolation have increased among students, faculty and their families; and

WHEREAS, people with mental illnesses recover if given the necessary services and support systems in their communities; and

WHEREAS, only one out of two people with a serious form of mental illness seeks treatment for his or her mental illness; and

WHEREAS, stigma and fear of discrimination keep many who would benefit from mental health services from seeking help; and

WHEREAS, research shows that the most effective way to reduce stigma is through personal contact with someone with a mental illness; and

WHEREAS, greater public awareness about mental illnesses can change negative attitudes and behaviors toward people with mental illnesses;

NOW, THEREFORE BE IT RESOLVED that the Ohlone Community College Board of Trustees do hereby proclaim May 2021 as Mental Health Awareness Month and direct the college and community to recommit our community to increasing awareness and understanding of mental illnesses, reducing stigma and discrimination, as well as promoting and providing appropriate and accessible services for all people with mental illnesses.

PASSED AND ADOPTED on this 12th day of May 2021.

________________________________
Secretary, Board of Trustees
Ohlone Community College District
County of Alameda, State of California
CONSENT – #5

OHLONE COMMUNITY COLLEGE DISTRICT

MEMORANDUM

TO: Board of Trustees
FROM: Dr. Eric Bishop
DATE: May 12, 2021
SUBJECT: Approval of Student Member Board Privileges for the 2021-2022 Term (BP 2015)

Per Board Policy, BP 2015, the Board on or before May 15 of each year, shall consider whether to afford the student member any of the following privileges:

The privilege to make and second motions.

The privilege to attend closed sessions, other than closed sessions on personnel or collective bargaining matters.

The privilege to receive compensation for meeting attendance at a level equivalent to the elected trustees.

The privilege to serve a term commencing on May 15.

The privilege to cast an advisory vote, although the vote shall not be included in determining the vote required to carry any measure before the Board.

RECOMMENDATION

The President/Superintendent recommends the privileges listed above with the exception of the privilege to attend closed sessions.
TO: Board of Trustees
FROM: Dr. Eric Bishop
DATE: May 12, 2021
SUBJECT: Approval of April 2021 Payroll Warrants

The Board of Trustees is required to approve all payroll warrants issued by the District.

RECOMMENDATION

The Superintendent/President recommends that the Board of Trustees approve the attached payroll warrants for the month of April 2021.
### Ohlone Community College District

**Recapitulation of Payroll Warrants/Direct Deposit Advices**

*April 1 - April 30, 2021*

#### District Payroll Cost

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<td>Manual Payroll Warrants Issued</td>
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<td>Payroll Direct Deposits</td>
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<tr>
<td>Adjustments/Cancellations:</td>
<td>$0.00</td>
</tr>
</tbody>
</table>

**Total Net Payroll Warrants/Direct Deposits Issued:** $2,731,649.77

<table>
<thead>
<tr>
<th>Payroll Warrants Issued:</th>
<th>Payroll Advices Issued:</th>
</tr>
</thead>
<tbody>
<tr>
<td>47-064964 through 47-064974</td>
<td>47-158282 through 47-159070</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Manual Payroll Warrants Issued:</th>
<th>Manual Payroll Direct Deposits Issued:</th>
</tr>
</thead>
<tbody>
<tr>
<td>(included in the above numbers)</td>
<td>(included in the above numbers)</td>
</tr>
<tr>
<td>n/a</td>
<td>47-158747 through 47-158747</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Payroll Warrants Cancelled or Replaced:</th>
<th>Payroll Direct Deposits Cancelled or Replaced:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Voided Check#</td>
<td>Advice#</td>
</tr>
<tr>
<td>New Check#</td>
<td>New Check#</td>
</tr>
<tr>
<td>Check Date</td>
<td>Check Date</td>
</tr>
<tr>
<td>n/a</td>
<td>47-158282</td>
</tr>
<tr>
<td></td>
<td>#0132866</td>
</tr>
<tr>
<td></td>
<td>4/16/2021</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Payroll Warrants Voided:</th>
<th>Payroll Direct Deposits Voided:</th>
</tr>
</thead>
<tbody>
<tr>
<td>n/a</td>
<td>n/a</td>
</tr>
</tbody>
</table>

---

**Approved:**

Farhad Sabit

*Farhad Sbitt. Apr 28, 2021 13:47 POT*

**Date:**

April 28, 2021

*Note: Taxes, voluntary deductions and Health and Welfare payroll costs are reported through the Accounts Payable Warrants.*
TO: Board of Trustees
FROM: Dr. Eric Bishop
DATE: April 14th, 2021
SUBJECT: Approval of Personnel Actions (BP 2200)

The Board of Trustees is required to approve all personnel actions of the District.

RECOMMENDATION

The Superintendent/President recommends that the Board of Trustees approve the attached personnel actions.
# THE PRESIDENT/SUPERINTENDENT RECOMMENDS APPROVAL OF THE FOLLOWING ACTIONS:

## MAY 2021

### New Hires

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>Effective Date</th>
<th>End Date</th>
<th>Dept</th>
<th>Title/Assignment</th>
<th>% FT/months per year</th>
<th>Categorical or Restricted Funding?</th>
<th>Reason</th>
</tr>
</thead>
<tbody>
<tr>
<td>Burns</td>
<td>Emily</td>
<td>4/15/2021</td>
<td></td>
<td>Career Education Programs and Services</td>
<td>Program Coordinator, Career Education Programs and Services</td>
<td>100%</td>
<td>Yes</td>
<td>New Hire</td>
</tr>
<tr>
<td>Gebre</td>
<td>Roseanne</td>
<td>8/23/2021</td>
<td></td>
<td>Counseling</td>
<td>Full-Time Faculty, Counselor</td>
<td>100%/10 Mo</td>
<td>No</td>
<td>New Hire</td>
</tr>
<tr>
<td>Kimball</td>
<td>Adela</td>
<td>8/23/2021</td>
<td></td>
<td>Counseling</td>
<td>Full-Time Faculty, Counselor</td>
<td>100%/10 Mo</td>
<td>Yes</td>
<td>New Hire</td>
</tr>
<tr>
<td>Whalley</td>
<td>Elizabeth</td>
<td>6/1/2021</td>
<td></td>
<td>Science, Technology, Engineering &amp; Mathematics</td>
<td>Division Administrative Assistant</td>
<td>100%</td>
<td>No</td>
<td>Irene Benavidez</td>
</tr>
</tbody>
</table>

### Status Changes

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>Effective Date</th>
<th>End Date</th>
<th>Dept</th>
<th>Title/Assignment</th>
<th>% FT/months per year</th>
<th>Categorical/Restricted Funding?</th>
<th>Reason</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</tr>
</tbody>
</table>

### Leaves

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>Hire Date</th>
<th>End Date</th>
<th>Dept</th>
<th>Title/Assignment</th>
<th>YRS OF SERVICE</th>
<th>Categorical/Restricted Funding?</th>
<th>Reason</th>
</tr>
</thead>
<tbody>
<tr>
<td>Braaksma</td>
<td>Kenneth</td>
<td>5/2/2021</td>
<td>5/31/2021</td>
<td>Campus Police</td>
<td>Campus Safety Officer II</td>
<td>100%</td>
<td>No</td>
<td>Unpaid Leave of Absence</td>
</tr>
</tbody>
</table>

### Resignations/Retirements

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>Hire Date</th>
<th>End Date</th>
<th>Dept</th>
<th>Title/Assignment</th>
<th>YRS OF SERVICE</th>
<th>Categorical/Restricted Funding?</th>
<th>Reason</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ng</td>
<td>Matthew</td>
<td>10/12/2015</td>
<td>5/7/2021</td>
<td>President's Office</td>
<td>Institutional Research Analyst</td>
<td>6 YR</td>
<td>N/A</td>
<td>Resignation</td>
</tr>
<tr>
<td>Phan</td>
<td>Thao</td>
<td>10/1/2019</td>
<td>4/23/2021</td>
<td>Career Center</td>
<td>Program Specialist</td>
<td>1 YR</td>
<td>N/A</td>
<td>Resignation</td>
</tr>
<tr>
<td>Quijas</td>
<td>Janet</td>
<td>6/15/1998</td>
<td>6/30/2021</td>
<td>Student Health Center</td>
<td>Executive Assistant</td>
<td>23 YR</td>
<td>N/A</td>
<td>Retirement</td>
</tr>
<tr>
<td>Sharafali</td>
<td>Huzefa</td>
<td>3/15/2021</td>
<td>5/14/2021</td>
<td>Information Technology Services</td>
<td>IT Support Technician I</td>
<td>1 month</td>
<td>N/A</td>
<td>Resignation</td>
</tr>
</tbody>
</table>

### Stipends

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>Effective Date</th>
<th>End Date</th>
<th>Dept</th>
<th>Title/Assignment</th>
<th>% FT/months per year</th>
<th>Categorical/Restricted Funding?</th>
<th>Reason</th>
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<tbody>
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</tbody>
</table>

### New Adjunct Employment

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>Effective Date</th>
<th>End Date</th>
<th>Dept</th>
<th>Title/Assignment</th>
<th>% FT/months per year</th>
<th>Categorical Funding?</th>
<th>Reason</th>
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<tbody>
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</tr>
<tr>
<td>Last Name</td>
<td>First Name</td>
<td>Effective Date</td>
<td>End Date</td>
<td>Dept</td>
<td>Title/Assignment</td>
<td>% FT/months per year</td>
<td>Categorical Funding?</td>
<td>Reason</td>
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<td>--------------------------------------------</td>
</tr>
<tr>
<td>Bansal</td>
<td>Harminder</td>
<td>5/1/2021</td>
<td>6/30/2021</td>
<td>Business Services</td>
<td>Payroll Officer</td>
<td>Varies</td>
<td>No</td>
<td>Additional Support for Payroll</td>
</tr>
<tr>
<td>Barghi</td>
<td>Dariush</td>
<td>3/1/2021</td>
<td>6/30/2021</td>
<td>Administrative and Technology Services</td>
<td>Health Screener</td>
<td>Varies</td>
<td>Yes</td>
<td>Health Screener for COVID</td>
</tr>
</tbody>
</table>

**Sub/Periodic**

**Short Term and Short Term Peak**

**Professional Experts**

**Extension of Management Contract**
OHLINE COMMUNITY COLLEGE DISTRICT

MEMORANDUM

TO: Board of Trustees

FROM: Richard Watters, Board Chair

DATE: May 12th, 2021

SUBJECT: Board Issues Advocacy Committee Legislative Recommendations

The attached document is a list of the Board Issues Advocacy Committee’s (Trustees Bonaccorsi, Chan, Larsen) legislative recommendations.

RECOMMENDATION

The Board Chair recommends that the Board of Trustees accept the recommendations of the Board Issues Advocacy Committee.
<table>
<thead>
<tr>
<th>Bill</th>
<th>Author</th>
<th>Bill Summary</th>
<th>Federal/State</th>
<th>IAC Recommendation</th>
<th>Board Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>AB 102</td>
<td>Holden</td>
<td>Would make the College and Career Access Pathway (CCAP) program permeates by eliminating its sunset date and permit community college districts to enter into College and Career Access Pathway programs with County Offices of Education.</td>
<td>CCLC Support</td>
<td>Support</td>
<td></td>
</tr>
<tr>
<td>AB 775</td>
<td>Berman</td>
<td>Would mandate that community colleges create a full-time staff position focused on connecting students to programs to help alleviate basic needs at both the college, county, and state levels. Additionally, colleges will be required to form a basic needs center on campus that would serve as a one-stop center for students seeking to obtain these services.</td>
<td>CCLC Support</td>
<td>Support</td>
<td></td>
</tr>
<tr>
<td>AB 940</td>
<td>Mccarty</td>
<td>Would appropriate an unspecified amount of dollars from funds generated by Proposition 63 to go towards student mental health programs at the UC, CSU, and Community Colleges.</td>
<td>CCLC - Support</td>
<td>Support</td>
<td></td>
</tr>
<tr>
<td>AB 1216</td>
<td>Salas</td>
<td>Originally would have encouraged the Chancellor’s Office to form a workgroup to study the feasibility of giving student trustees a full vote and mandate the following: • An advisory vote for a student trustee. • Ability to make motions and seconds. • Equal pay between community and student-elected trustees. • Participation in closed sessions, with the exception of those related to collective bargaining or personnel matters.</td>
<td>CCLC – No position</td>
<td>No position</td>
<td></td>
</tr>
<tr>
<td>Bill</td>
<td>Author</td>
<td>Bill Summary</td>
<td>Federal/State</td>
<td>IAC Recommendation</td>
<td>Board Position</td>
</tr>
<tr>
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<td>--------------------</td>
<td>----------------</td>
</tr>
<tr>
<td>AB 1326</td>
<td>Arambulo</td>
<td>Would require counties to establish a dedicated staff person to liaison with higher education institutions located in their jurisdictions to connect college students with county human and health services.</td>
<td>CCLC – Support</td>
<td>Support</td>
<td></td>
</tr>
<tr>
<td>AB 1456</td>
<td>Medina</td>
<td>Would change the state’s system of financial aid to focus on the specific needs of students at two-year and four-year colleges: <strong>Cal Grant 2 – Community College Students</strong> • Provides an access award of $1,656 and ties award level to inflation • Removes eligibility requirements relating to age, GPA, and time out of high school. • Significant expansion in number of students eligible for award.</td>
<td>CCLC – Support</td>
<td>Support</td>
<td></td>
</tr>
<tr>
<td>Bill</td>
<td>Author</td>
<td>Bill Summary</td>
<td>Federal/State</td>
<td>IAC Recommendation</td>
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<td>---------------------</td>
<td>-----------------</td>
</tr>
<tr>
<td>AB 1040</td>
<td>Muratsuchi</td>
<td>Beginning in 2022-2023, this bill would require community college districts to offer courses in ethnic studies, and require that the units earned would be eligible for transfer and meet ethnic studies graduation requirements at the California State University. Beginning in 2024-2025, the bill would also require the completion of at least one course in ethnic studies of at least 3 units as a requirement for a student to obtain an associate degree for transfer.</td>
<td></td>
<td>Support</td>
<td></td>
</tr>
</tbody>
</table>
TO: Board of Trustees  
FROM: Dr. Eric Bishop  
DATE: May 12, 2021  
SUBJECT: Side Letter – Ohlone Community College District and the United Faculty of Ohlone College (UFO) – One Time Pay to Cover Costs Associated with Working Remotely

The District and the UFO agreed to and executed a side letter for a one-time payment of $1,000 to full-time UFO employees and $670 to part-time UFO employees. The amount is to account for additional expenses incurred by individual UFO employees as a result of the COVID-19 pandemic that necessitated employees to work remotely. The stipend is intended to help defray additional costs incurred such as internet, electricity, and the purchase of furniture, equipment, and supplies.

The one-time payment does not pay for specific items but serves as a lump-sum amount to cover costs incurred by employees working in a remote environment.

RECOMMENDATION

The Superintendent/President recommends that the Board of Trustees approve the side letter with the United Faculty of Ohlone College (UFO).
The Ohlone Community College District ("District") and the United Faculty of Ohlone College ("UFO") collectively referred to as "the Parties", agree to the payment by the District of a stipend to compensate all UFO employees for additional expenses incurred as a result of the COVID-19 Pandemic that necessitated most employees working remotely for more than one year between March 2020 to current. The stipend will be paid to UFO employees no later than May 31, 2021, in the following manner: $1000.00 to full-time UFO employees; $670.00 to part-time UFO employees regardless of assigned load.

Whereas, the Parties recognize that under the unusual circumstances in the 2020-2021 academic year with the COVID-19 pandemic employees incurred cost and expended funds to cover the cost of teaching remotely. Increased internet use, electricity, equipment, and supplies are some examples of costs incurred.

Whereas, this one-time payment does not pay for specific items, therefore, the District has no ownership in the items purchased, rented, or otherwise acquired.

Whereas, the District acknowledges that the funding source for this stipend is from the CARES Act and that this stipend is not a result of current ongoing negotiations on salary and benefits.

Whereas, the District recognizes the dedication of all its faculty and believes that this stipend is one way of relieving some of the personal costs incurred as a result of working remotely.

Both parties understand that this stipend is one-time, covers all Ohlone faculty employed by the district between August 31, 2020 and March 15, 2021, and will not create any past practice or be deemed precedential for any purposes.

Signatures of authorized officials:

FOR DISTRICT:

Anthony F. DiSalvo

FOR UFO:

Emmanuel Garcia
The District and CSEA Chapter 490 agreed and executed a side letter for a one-time pay amounting to $1,000 to compensate all CSEA employees. The amount is to account for additional expenses incurred by individual employees as a result of the COVID-19 pandemic that necessitated employees to work remotely. The stipend covers incurred costs and expended funds to cover the cost of using space at home, internet, electricity, and other services, and the purchase of furniture, equipment, and supplies.

The one-time payment does not pay for specific items but serves as a lump-sum amount to cover the costs incurred by an employee.

RECOMMENDATION

The Superintendent/President recommends that the Board of Trustees approves the side letter with the California School Employees Association (Chapter #490).
SIDE LETTER BETWEEN THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, LOCAL CHAPTER (CSEA) AND THE OHLONE COMMUNITY COLLEGE REGARDING ONE-TIME PAY TO COVER OTHER COSTS ASSOCIATED WITH WORKING REMOTELY

The Ohlone Community College District ("District") and the California School Employees Association Chapter #490 ("CSEA"), collectively referred to as "the Parties", agree to the payment by the District of a $1,000.00 stipend to compensate all CSEA employees for additional expenses incurred as a result of the COVID-19 Pandemic that necessitated employees working remotely for more than one year between March 2020 to current. The stipend will be paid to CSEA employees no later than May 31, 2021.

Whereas, the Parties recognize that under the unusual circumstances in the 2020-2021 academic year with the COVID-19 pandemic employees incurred cost and expended funds to cover the cost of using space in their homes, purchase of furniture, equipment, and supplies, internet, electricity, or other services.

Whereas, this one-time payment does not pay for specific items, therefore, the District has no ownership in the items purchased, rented, or otherwise acquired.

Whereas, the District recognizes the dedication of all its classified employees and believe that this stipend is one way of relieving some of the personal costs incurred as a result of working remotely.

Both parties understand that this stipend is one-time, covers all CSEA employees hired on or before March 15, 2021, and will not create any past practice or be deemed precedential for any purposes.

For the Employer
OHLONE COMMUNITY COLLEGE

Date: ____________________

For the Union
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CHAPTER #490)

Date: ____________________
TO: Board of Trustees
FROM: Dr. Eric Bishop
DATE: May 12, 2021
SUBJECT: Side Letter – Ohlone Community College District and Service Employees International Union (Local #1021) – One Time Pay to Cover Costs Associated with Working Remotely

The District and SEIU Local 1021 agreed and executed a side letter for a one-time pay amounting to $1,000 to compensate all SEIU employees. The amount is to account for additional expenses incurred by individual employees as a result of the COVID-19 pandemic that necessitated employees to work differently. The stipend covers incurred costs and expended funds to cover the cost of using space at home, internet, electricity, and other services, and the purchase furniture, equipment, and supplies.

The one-time payment does not pay for specific items but serves as a lump-sum amount to cover the costs incurred by an employee.

RECOMMENDATION

The Superintendent/President recommends that the Board of Trustees approves the side letter with the Service Employees International Union (Local #1021).
The Ohlone Community College District ("District") and the Service Employees International Union Local 1021 ("SEIU"), collectively referred to as "the Parties", agree to the payment by the District of a $1,000.00 stipend to compensate all SEIU employees for additional expenses incurred as a result of the COVID-19 Pandemic that necessitated employees to work in a different way for more than one year between March 2020 to current. The stipend will be paid to SEIU employees no later than May 31, 2021.

Whereas, the Parties recognize that under the unusual circumstances in the 2020-2021 academic year with the COVID-19 pandemic employees incurred cost and expended funds to cover the cost of using space in their homes, purchase of furniture, equipment, and supplies, internet, electricity, or other services.

Whereas, this one-time payment does not pay for specific items, therefore, the District has no ownership in the items purchased, rented, or otherwise acquired.

Whereas, the District recognizes the dedication of all its classified employees and believe that this stipend is one way of relieving some of the personal costs incurred as a result of working remotely.

Both parties understand that this stipend is one-time, covers all SEIU employees hired on or before March 15, 2021, and will not create any past practice or be deemed precedential for any purposes.

For the Employer

OHLONE COMMUNITY COLLEGE DISTRICT

Date: ______________________

______________________________

______________________________

______________________________

For the Union

SERVICE EMPLOYEES INTERNATIONAL UNION (LOCAL 1021)

Date: ______________________

______________________________

______________________________

______________________________
TO: Board of Trustees
FROM: Dr. Eric Bishop
DATE: May 12, 2021
SUBJECT: Approval of the Tentative Agreement between Service Employees International Union, Local 1021 (SEIU) and the Ohlone Community College District – Contract duration: July 1, 2020 – June 30, 2023

A tentative agreement was reached between SEIU and Ohlone Community College District. The tentative agreement has been ratified unanimously by the SEIU membership. The complete Tentative Agreement is attached.

In summary, the following changes will reflect to the new contract:

1. Article 31.5 – Extends the sunset date of the “Me Too” clause to June 30, 2023.
3. Article 8 – adds the month of May for SEIU to receive new hire information from District.

RECOMMENDATION

The Superintendent/President recommends the approval of the attached Tentative Agreement between SEIU Local 1021 and the Ohlone Community College District for the contract period of July 1, 2020 to June 30, 2023.
TENTATIVE AGREEMENT

BETWEEN THE SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU), OHLONE COLLEGE LOCAL 1021 AND THE OHLONE COMMUNITY COLLEGE DISTRICT

CONTRACT DURATION JULY 1, 2020 TO JUNE 30, 2023

SUMMARY OF NEGOTIATED ITEMS

ARTICLE 31.5: TERM AND RENEGOTIATION
• Extend the sunset date of the “Me Too” clause to June 30, 2023.
• For re-openers for 2021-2022 and 2022-2023.

ARTICLE 8: ORGANIZATIONAL RIGHTS

8.1.7 The right for SEIU LOCAL 1021 to be provided with employee contact information (as described in 8.18) on new hires within thirty (30) days of the date of hire and to be provided a periodic update of this contact information for all SEIU employees on the first working day of January, May, and September. SEIU does not waive its right to demand this information at other times as necessary.

FOR THE EMPLOYER     FOR THE UNION
OHLONE COMMUNITY COLLEGE DISTRICT   SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021

__________________________   __________________________
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__________________________   __________________________
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OHLONE COMMUNITY COLLEGE DISTRICT

MEMORANDUM

TO: Board of Trustees
FROM: Richard Watters, Board Chair
DATE: May 12th, 2021
SUBJECT: CCCT Board Report

Trustee Suzanne Lee Chan, member of the CCCT Board, prepared a monthly report for the Ohlone Board of Trustees.

RECOMMENDATION

The Board Chair recommends that the Board of Trustees accept receipt of the attached report from Trustee Suzanne Lee Chan.
April 1 Trustee’s Town Hall Series – DEI Mission Statement

- I facilitated a Breakout Group

April 6 – Weekly DEI Steering Committee

April 8  Weekly Trustee Webinar
Materials from the April 8th Trustee Webinar: DEI Awareness Month

- PowerPoint Slides
- Click here to view the meeting recording
  Access Passcode: Trustee4.08.2021

Below are links and materials shared during the webinar:

- Report: State of Higher Ed for Black Californians
- Report: Follow the Money
- Black Student Success Week #TheBlackHour Webinar Registration
- Black Student Success Week T-Shirts
- DEI Awareness Month Video
- Vision for Success DEI Task Force Report
- Joint Letter for DEI Resolution
- Sample DEI Resolution
- Graphic from Belonging: A Conversation about Equity, Diversity, and Inclusion, Medium, 2019

April 13 – Weekly DEI Steering Committee

April 15 Chancellors Courageous Leadership Webinar

- Highlighting Compton College – Resources/Reference
April 16 Joint CEO-CCCT Board Meeting

- Joint Resolutions
  - 5.1 S SCCC DEI Compact Resolution (Katherine Squire)
  - 5.2 Affirming [Community College] Commitment to Diversity Equity and Inclusion
  - 5.3 Joint Caucus Resolution on Stopping Anti-Asian Attacks

- Breakout Sessions – SWAT Exercise on Developing Mission and Value Statements

April 20 Chancellor’s Excellence

Advancing anti-racist practices and promote equity for our students of color. This herculean work requires the authentic partnership and support of state and federal leaders, administrators, students, faculty and staff. Town Hall participants will hear from the following guest speakers:

- Congressman Mark Takano (D-CA)
- Assemblymember Reggie Jones-Sawyer
- Assembly Majority Leader Eloise Gomez Reyes
- Gian Gayatao, Student Leader, Bakersfield College
- Jasmine Prasad, Student Leader, Folsom Lake College
- Victor Hernandez, Student Leader, Chaffey College

April 22 Trustee Webinar – Board/CEO Relationship

- Link to Webinar

April 27 Weekly DEI Steering Committee
OHLONE COMMUNITY COLLEGE DISTRICT

MEMORANDUM

TO:     Board of Trustees
FROM:  Dr. Eric Bishop
DATE: May 12, 2021
SUBJECT: Revised Credit Courses for 2021-2022

The revised credit courses listed on the following memorandum were approved by the Curriculum Committee for implementation in the 2021-2022 academic year.

RECOMMENDATION

The Superintendent/President recommends approval of the following curriculum items.
TO: Dr. Eric Bishop, Superintendent/President
FROM: Anthony DiSalvo, Vice President, Academic Affairs/Deputy Superintendent
DATE: May 12, 2021
SUBJECT: Revised Credit Courses for 2021-2022

The following revised credit courses were approved by the Curriculum Committee:

**Administration of Justice**
- AJ-246A Field Training Program
- AJ-246A10 Law Enforcement Field Training Program

**Geology**
- GEOL-104L Historical Geology Laboratory

**Law Enforcement**
- LE-235A3 Basic Public Safety Dispatcher Update

**Physics**
- PHYS-140 Mechanics
- PHYS-141 Electricity and Magnetism
- PHYS-142 Optics, Heat, and Modern Physics
TO: Board of Trustees
FROM: Dr. Eric Bishop
DATE: May 12, 2021
SUBJECT: New Noncredit Courses and Programs for 2020-2021

The new noncredit courses and programs listed on the following memorandum were approved by the Curriculum Committee for implementation in the 2020-2021 academic year.

RECOMMENDATION

The Superintendent/President recommends approval of the following curriculum items.
OHLONE COMMUNITY COLLEGE DISTRICT

MEMORANDUM

TO: Dr. Eric Bishop, Superintendent/President

FROM: Anthony DiSalvo, Vice President, Academic Affairs/Deputy Superintendent

DATE: May 12, 2021

SUBJECT: New Noncredit Courses and Programs for 2020-2021

The following new noncredit courses were approved by the Curriculum Committee:

**Computer Science**
- CS-900A Foundational Skills for Learning Programming
- CS-900B Practical Applications of Programming

**Graphic Arts/Computer Graphics**
- GA-912 Motion Graphics

**Mathematics**
- MATH-901AX Calculus I Support
- MATH-956X Math for the Liberal Arts Support
- MATH-959X Introduction to Statistics Support
- MATH-986X Pre-Calculus I Support
- MATH-987X Pre-Calculus II Support

**Multimedia**
- MM-908 Storyboarding and Concept Development
- MM-921B 3D Animation

**Personal Development**
- PD-902 Social Emotional Learning
- PD-903 Choosing a Career Pathway
- PD-904 Fundamentals of Financial Literacy

The following new noncredit programs were approved by the Curriculum Committee:

**Computer Science**
- Foundations for Learning Computer Science: Certificate of Completion
Mathematics
SLAM Concepts: Certificate of Completion
STEM Concepts: Certificate of Completion

Multimedia
Animation Essential Skills: Certificate of Completion

Personal Development
Development of Self-Concept for Success in the Workforce: Certificate of Competency
MEMORANDUM

TO: Board of Trustees
FROM: Dr. Eric Bishop
DATE: May 12, 2021
SUBJECT: Review of Purchase Orders

Board Policy 6330 delegates to the President/Superintendent “…the authority to purchase supplies, materials, apparatus, equipment and services as necessary to the efficient operation of the District.” Both Policy and Education Code Section 81656 state such purchases shall be reviewed by the governing board every sixty days.

The purchase order and blanket purchase order reports are attached. Purchase Orders (PO) are typically issued for single transactions of materials to be delivered at one time, such as computers, office supplies, etc. Blanket Purchase Orders (BPO) are usually issued for annual procurements of goods or services that will be provided at various or on-going times throughout the year, such as utilities, emergency auto parts, maintenance agreements, etc. Both types of transaction have been issued in compliance with administrative processes. Funding for every PO and BPO has been identified from a Board approved budget account, authorized by the budget manager, reviewed by appropriate administrative offices (i.e. Facilities, Information Technology, etc.), and verified by the professional staff in the Purchasing and Contracts Department before being issued. There is a three step check and balance system by separate individuals to prevent fraud or misappropriation, consisting of transaction review at the time of order, receipt, and payment.

RECOMMENDATION

The Superintendent/President recommends that the Board of Trustees signifies review of the purchases on the attached page(s) by majority vote.
<table>
<thead>
<tr>
<th>PO #</th>
<th>Vendor Name</th>
<th>PO Date</th>
<th>PO Amount</th>
<th>Description</th>
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<tr>
<td>P0019906</td>
<td>The Chronicle of Higher Ed</td>
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<td>Sterling Computers Corp</td>
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<td>P0019928</td>
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<td>Community College League of</td>
<td>3/18/2021</td>
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<td>P0019930</td>
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<td>Medical Shipment, LLC</td>
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<td>Klein Educational Systems Inc</td>
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<td>VIRTUAL TRAINING</td>
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<td>Enviroclean Sanitation Supply</td>
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<tr>
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<td>Wazer Inc</td>
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<td>EMS Software, LLC</td>
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<td>$8,994.61</td>
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<td>3/29/2021</td>
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<td>WORKSTATION</td>
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<tr>
<td>ID</td>
<td>Company</td>
<td>Date</td>
<td>Amount</td>
<td>Description</td>
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<td>P0019947</td>
<td>Tri-Anim Health Services Inc</td>
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<td>P0019948</td>
<td>Grace Training Supply</td>
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<td>$3,878.89</td>
<td>SKILLS LAB KIT</td>
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## List of Blanket Purchase Orders

**Period:** March 1 to 31, 2021

<table>
<thead>
<tr>
<th>PO #</th>
<th>Vendor Name</th>
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<th>PO Amount</th>
<th>Description</th>
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<td>GP Study Abroad</td>
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<td>B0009823</td>
<td>ARC Document Solutions, LLC</td>
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<td>Reftabko Design</td>
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<td>Sonia M. Martin</td>
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<td>B0009827</td>
<td>Tyler Bennett</td>
<td>3/8/2021</td>
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<td>EQUITY GRANT WORK</td>
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<td>B0009828</td>
<td>Ojo Technology</td>
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<td>AMAG LOCKDOWN READER</td>
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<td>B0009829</td>
<td>25th Hour Communications, Inc</td>
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<td>25th Hour Communications, Inc</td>
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<td>B0009831</td>
<td>Bodine Group</td>
<td>3/10/2021</td>
<td>$6,600.00</td>
<td>TRAINING/VISIONING FOR ET</td>
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<tr>
<td>B0009832</td>
<td>Les and Bobs Sports Apparel</td>
<td>3/10/2021</td>
<td>$7,952.31</td>
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<td>Security Integration, Inc</td>
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<td>B0009834</td>
<td>Octavia McKinney</td>
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<td>Judith A. Beck</td>
<td>3/23/2021</td>
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<td>B0009839</td>
<td>Bay Area Backflow Inc</td>
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<td>$22,936.42</td>
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<td>Bodine Group</td>
<td>3/29/2021</td>
<td>$1,450.00</td>
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- nothing follows -
TO: Board of Trustees
FROM: Dr. Eric Bishop
DATE: May 12, 2021
SUBJECT: Measure G Project 6108J – Lots B & C Improvements
           Tri Valley Excavating Co., Inc. – Change Order #1

In January 2021, the Board of Trustees approved a Contract with Tri Valley Excavating Co., Inc. to provide construction services for the Parking Lots B & C Improvements project at the Fremont Campus. The original contract value is $899,719.

Change Order #1 includes adding lighting and future WiFi infrastructure to both parking lots and replacing the existing pedestrian pathway in parking lot B.

The amount of this change order is $83,634 and the revised contract amount is $983,353.

Funding will be provided from Fund 43 – Measure G funds.

RECOMMENDATION

The President/Superintendent recommends the Board of Trustees approves Change Order #1 in the additive amount of $83,634 to the contract with Tri Valley Excavating Co., Inc.
Change Order

6108 - Parking, Road and Site Improvements

BPO No.: B2072101

Date: 5/12/2021

The following parties agree to the terms of this Change Order:

**Owner:** Ohlone Community College District
43600 Mission Boulevard
Fremont CA 94539

**Contractor:** Tri Valley Excavating Co Inc.
43600 Mission Boulevard
Fremont CA 94539

**Architect:** BKF Engineers

<table>
<thead>
<tr>
<th>Reference</th>
<th>Description</th>
<th>Cost</th>
<th>Days Ext.</th>
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</thead>
<tbody>
<tr>
<td>PCO# 2</td>
<td>Lot B - Remove and replace existing pedestrian pathway.</td>
<td>$15,344.00</td>
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<tr>
<td></td>
<td>Requested By:</td>
<td></td>
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<td></td>
<td>Performed By:</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Reason: Field Condition</td>
<td></td>
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<tr>
<td>PCO# 3</td>
<td>Lot C - Install (2) salvaged light poles and bases.</td>
<td>$21,070.00</td>
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<tr>
<td></td>
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<td></td>
<td></td>
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<td></td>
<td>Performed By:</td>
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<td></td>
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<td></td>
<td>Reason: Field Condition</td>
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<td></td>
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<td>PCO# 5</td>
<td>Lot B - Relocate (1) light pole and re-install (1) salvaged light pole with base.</td>
<td>$12,857.00</td>
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<td>Reason: Field Condition</td>
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<td>PCO# 6</td>
<td>Additional scope as part of the Electrical Supplemental Set for future WiFi infrastructure. This amount is the remaining balance after use of the $75,000 allowance.</td>
<td>$34,363.00</td>
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Contract time will be adjusted as follows:

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<tr>
<td>Original Contract Amount</td>
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<tr>
<td>Previous Completion Date</td>
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<td>Amount of Previously Approved Change Order(s)</td>
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<td>0 Calendar Days Extension (zero unless otherwise indicated)</td>
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<td>Amount of This Change Order</td>
<td>$83,634.00</td>
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<tr>
<td>Contract Amount</td>
<td>$983,353.00</td>
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<tr>
<td>Current Completion Date</td>
<td>5/25/2021</td>
</tr>
</tbody>
</table>

The undersigned Contractor approves the foregoing as to the changes, if any, to the Contract Price, specified for each item and as to the extension of time allowed, if any, for completion of the entire work as stated therein, and agrees to furnish all labor, materials and services and perform all work necessary to complete any additional work specified for the consideration stated therein. Submission of sums which have no basis in fact or which Contractor knows are false are at the sole risk of Contractor and may be in violation of the False Claims Act set forth under Government Code section 12650, et seq.

This change order is subject to approval by the governing board of this District and must be signed by the District. Until such time as this change order is approved by the District's governing board and executed by a duly authorized District representative, this change order is not effective and not binding.

It is expressly understood that the compensation and time, if any, granted herein represent a full accord and satisfaction for any and all time and cost impacts of the items herein, and Contractor waives any and all further compensation or time extension based on the items herein. The value of the extra work or changes expressly includes any and all of the Contractor's costs and expenses, both direct and indirect, resulting from additional time required on the project or resulting from delay to the project. Any costs, expenses, damages or time extensions not included are deemed waived.

Signatures:

**District:**
Ohlone Community College District
43600 Mission Boulevard
Fremont CA 94539

**Contractor:**
Tri Valley Excavating Co Inc.

**Architect:**
BKF Engineers

END OF DOCUMENT
To: Board of Trustees  
From: Dr. Eric Bishop  
Date: May 12, 2021  
Subject: Measure G Project 6114 Renovate Building-5  
D.L. Falk Construction, Inc – Unilateral Change Order #1  

In July 2020, the Board of Trustees approved a Contract with D.L. Falk Construction, Inc to provide construction services for the Renovate Building-5 project at the Fremont campus. The original contract value is $8,824,000.

Change Order #1 was previously approved by the Board of Trustees. The contractor is unwilling to sign the change order as originally agreed and per contract requirements. In an effort to maintain progress and ensure timely payments, the District will convert Change Order #1 to a unilateral change order to the construction agreement.

Funding will be provided from Fund 43 - Measure G.

Recommendation

The Superintendent/President recommends the Board of Trustees approve conversion of this document to a unilateral change order to the contract with D.L. Falk Construction, Inc.
CHANGE ORDER (UNILATERAL)

6114 - Renovate Building 5

BPO No.: B1162101

Date: 4/14/2021

BPO #: B1162101

The following parties agree to the terms of this Change Order:

**Owner:** Ohlone Community College District
43600 Mission Boulevard
Fremont CA 94539

**Contractor:** D.L. Falk Construction, Inc.
3526 Investment Blvd
Hayward CA 94545

**Architect:** LPAS Architecture + Design
2484 Natomas Park Drive, Suite 100
Sacramento CA 95833-2938

<table>
<thead>
<tr>
<th>Reference</th>
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<th>Days Ext.</th>
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</thead>
<tbody>
<tr>
<td>PCO#: 15</td>
<td>COR 6.2 - Added costs to deliver Air Handling Unit in three pieces, reassemble in mechanical room. Fully assembled unit would not fit through existing mechanical room doors.</td>
<td>$12,454.00</td>
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<td>Performed By:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reason:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PCO#: 33</td>
<td>COR 22.1 - RFI 35.2 - Revise horizontal kitchen grease duct system to avoid existing structural conflicts and replace two existing corroded vertical grease ducts</td>
<td>$156,215.00</td>
<td></td>
</tr>
<tr>
<td>Requested By:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Performed By:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reason:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PCO#: 37</td>
<td>COR 18.3 - ASI 3 - Revised electrical outlet locations and coordination with new kitchen equipment</td>
<td>$33,468.00</td>
<td></td>
</tr>
<tr>
<td>Requested By:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Performed By:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reason:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PCO#: 46</td>
<td>COR 28 - RFI 156, 167 - Revise 3rd floor restroom door opening framing to meet ADA compliance</td>
<td>$1,048.00</td>
<td></td>
</tr>
<tr>
<td>Requested By:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Performed By:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reason:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PCO#: 53</td>
<td>COR 27 - RFI 95, 139 - Add condensate piping air-gap equipment at fan coil units and floor sinks</td>
<td>$6,306.00</td>
<td></td>
</tr>
<tr>
<td>Requested By:</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Performed By:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reason:</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>PCO#: 60</td>
<td>COR 33 - RFI 190 - Replace existing corroded wall framing at 3rd floor restrooms</td>
<td>$2,712.00</td>
<td></td>
</tr>
<tr>
<td>Requested By:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Performed By:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reason:</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Extend contract completion date by (8) non-compensable calendar days due to delayed NTP issuance and adverse weather days. NTP issuance was delayed by (5) calendar days. (3) adverse weather days are 9/11/2020, 9/14/2020, and 2/2/2021. The contract completion date is being extended from 5/3/2021 to 5/11/2021.

<table>
<thead>
<tr>
<th>PCO#</th>
<th>65</th>
<th>$0.00</th>
<th>8</th>
</tr>
</thead>
</table>

Requested By:
Performed By:

Reason: Field Condition

Contract time will be adjusted as follows:

<table>
<thead>
<tr>
<th>Previous Completion Date:</th>
<th>5/3/2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>8 Calendar Days Extension (zero unless otherwise indicated)</td>
<td>5/11/2021</td>
</tr>
</tbody>
</table>

Original Contract Amount: $8,824,000.00
Amount of Previously Approved Change Order(s): $0.00
Amount of This Change Order: $212,203.00
Contract Amount: $9,036,203.00

The undersigned Contractor approves the foregoing as to the changes, if any, to the Contract Price, specified for each item and as to the extension of time allowed, if any, for completion of the entire work as stated therein, and agrees to furnish all labor, materials and services and perform all work necessary to complete any additional work specified for the consideration stated therein. Submission of sums which have no basis in fact or which Contractor knows are false are at the sole risk of Contractor and may be in violation of the False Claims Act set forth under Government Code section 12650, et seq.

This change order is subject to approval by the governing board of this District and must be signed by the District. Until such time as this change order is approved by the District's governing board and executed by a duly authorized District representative, this change order is not effective and not binding.

It is expressly understood that the compensation and time, if any, granted herein represent a full accord and satisfaction for any and all time and cost impacts of the items herein, and Contractor waives any and all further compensation or time extension based on the items herein. The value of the extra work or changes expressly includes any and all of the Contractors costs and expenses, both direct and indirect, resulting from additional time required on the project or resulting from delay to the project. Any costs, expenses, damages or time extensions not included are deemed waived.

This unilateral change order shall not constitute a waiver by the District of any right or remedy under the Contract. THE DISTRICT HEREBY RESERVES ALL RIGHTS AND REMEDIES UNDER THE CONTRACT, IN LAW OR IN EQUITY.

Signatures:

District: Ohlone Community College District
43600 Mission Boulevard
Fremont CA 94539

Architect: LPAS Architecture + Design
2484 Natomas Park Drive, Suite 100
Sacramento CA 95833-2938

Contractor: D.L. Falk Construction, Inc.
3526 Investment Blvd
Hayward CA 94545

Name __________________________ Date __________________________

04/26/2021

END OF DOCUMENT
In July 2020, the Board of Trustees approved a Contract with D.L. Falk Construction, Inc to provide construction services for the Renovate Building-5 project at the Fremont campus. The original contract value is $8,824,000.

Change Order #2 includes costs to replace existing corroded sanitary piping and floor drains, relocate an existing fire hose cabinet and repair fire water line leaks.

The amount of this change order is $66,361, and the revised contract amount is $9,102,564.

Funding will be provided from Fund 43 - Measure G.

RECOMMENDATION

The Superintendent/President recommends the Board of Trustees approves Change Order #2 in the additive amount of $66,361 to the contract with D.L. Falk Construction, Inc.
Change Order

6114 - Renovate Building 5
BPO No.: B1162101

The following parties agree to the terms of this Change Order:

**Owner:** Ohlone Community College District  
43600 Mission Boulevard  
Fremont CA 94539

**Contractor:** D.L. Falk Construction, Inc.  
3526 Investment Blvd  
Hayward CA 94545

**Architect:** LPAS Architecture + Design  
2484 Natomas Park Drive, Suite 100  
Sacramento CA 95833-2938

<table>
<thead>
<tr>
<th>Reference</th>
<th>Description</th>
<th>Cost</th>
<th>Days Ext.</th>
</tr>
</thead>
<tbody>
<tr>
<td>PCO# 10</td>
<td>COR 14r - RFI 38 - Replace existing corroded sanitary piping under kitchen</td>
<td>$21,769.00</td>
<td></td>
</tr>
<tr>
<td>Requested By:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Performed By:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reason:</td>
<td>Field Condition</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PCO# 17</td>
<td>COR 13.1r - RFI 23, 44 Replace (8) existing corroded floor drains.</td>
<td>$20,600.00</td>
<td></td>
</tr>
<tr>
<td>Requested By:</td>
<td></td>
<td></td>
<td></td>
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<td>Performed By:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reason:</td>
<td>Field Condition</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PCO# 18</td>
<td>COR 24.1 - RFI 29, 170, 170.1, 171, 171.1, CCD2 - Relocate existing fire hose cabinet and repair fire water line leak</td>
<td>$12,478.00</td>
<td></td>
</tr>
<tr>
<td>Requested By:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Performed By:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reason:</td>
<td>Field Condition</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PCO# 23</td>
<td>COR 10.2 - RFI #68 - Replace existing corroded sanitary piping under 2nd floor restrooms</td>
<td>$11,514.00</td>
<td></td>
</tr>
<tr>
<td>Requested By:</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Performed By:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reason:</td>
<td>Field Condition</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Contract time will be adjusted as follows:

<table>
<thead>
<tr>
<th>Description</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Original Contract Amount</td>
<td>$8,824,000.00</td>
</tr>
<tr>
<td>Amount of Previously Approved Change Order(s)</td>
<td>$212,203.00</td>
</tr>
<tr>
<td>Amount of This Change Order</td>
<td>$66,361.00</td>
</tr>
<tr>
<td>Contract Amount</td>
<td>$9,102,564.00</td>
</tr>
</tbody>
</table>

The undersigned Contractor approves the foregoing as to the changes, if any, to the Contract Price, specified for each item and as to the extension of time allowed, if any, for completion of the entire work as stated therein, and agrees to furnish all labor, materials and services and perform all work necessary to complete any additional work specified for the consideration stated therein. Submission of sums which have no basis in fact or which Contractor knows are false are at the sole risk of Contractor and may be in violation of the False Claims Act set forth under Government Code section 12650, et seq.

This change order is subject to approval by the governing board of this District and must be signed by the District. Until such time as this change order is approved by the District's governing board and executed by a duly authorized District representative, this change order is not effective and not binding.

It is expressly understood that the compensation and time, if any, granted herein represent a full accord and satisfaction for any and all time and cost impacts of the items herein, and Contractor waives any and all further compensation or time extension based on the items herein. The value of the extra work or changes expressly includes any and all of the Contractor's costs and expenses, both direct and indirect, resulting from additional time required on the project or resulting from delay to the project. Any costs, expenses, damages or time extensions not included are deemed waived.

**Signatures:**

**District:**
Ohlone Community College District  
43600 Mission Boulevard  
Fremont CA 94539

**Contractor:**
D.L. Falk Construction, Inc.  
3526 Investment Blvd  
Hayward CA 94545

**Architect:**
LPAS Architecture + Design  
2484 Natomas Park Drive, Suite 100  
Sacramento CA 95833-2938

END OF DOCUMENT
OHLONE COMMUNITY COLLEGE DISTRICT

MEMORANDUM

TO: Board of Trustees

FROM: Dr. Eric Bishop

DATE: May 12, 2021

SUBJECT: Fund 41 Project – Tennis Courts Walkway Repair Project - Agreement

On April 7, 2021 the District issued Contract Documents for bidding purposes for repairing the walkway at the tennis courts at the Fremont campus.

The District received two (2) responses from contractors on April 22, 2021. Dryco Construction was selected as the lowest responsive and responsible bidder.

The contract amount is $84,000.

Budget for this agreement will be provided from Fund 41.

RECOMMENDATION

The Superintendent/President recommends the Board of Trustees approves the agreement for Dryco Construction in the amount of $84,000.
CONTRACT FOR LABOR AND MATERIALS

This Contract for Labor and Materials (“Contract”) is entered into this 12th day of May, 2021 by and between OHLONE COMMUNITY COLLEGE DISTRICT (“District”) and Dryco Construction (“Contractor”) for the Work of the Project. In consideration of the mutual covenants set forth herein, the Contractor and District agree as follows:

A. In consideration of the payment of the sum of Eighty Four Thousand Dollars ($84,000) (“the Contract Price”), the Contractor shall perform and complete the Work generally described as:

Ohlone Community College Project
Tennis Courts Walkway Repair
Project #WW4621-OG

B. Contractor shall commence the Work on the date indicated in the Notice to Proceed issued by or on behalf of the District and shall complete the Work within Fourteen (14) calendar days after the commencement date for the Work (“the Contract Time”). Failure to complete the Work within the Contract Time will subject the Contractor to Liquidated Damages at the rate of Five Hundred Dollars ($1,000.00) per day until the Work is completed.

C. The location of the Work is Ohlone Community College - Fremont Campus (“the Site”).

D. At all times during the Work, the Contractor and each Subcontractor shall obtain and maintain the following insurance coverages:

Contractor:

<table>
<thead>
<tr>
<th>Coverage</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workers Compensation</td>
<td>Per applicable law</td>
</tr>
<tr>
<td>Employer’s Liability</td>
<td>$1,000,000</td>
</tr>
<tr>
<td>Commercial General Liability</td>
<td>Per Occurrence $1,000,000</td>
</tr>
<tr>
<td></td>
<td>Aggregate $2,000,000</td>
</tr>
<tr>
<td>Automobile</td>
<td>Per Occurrence $1,000,000</td>
</tr>
<tr>
<td></td>
<td>Aggregate $2,000,000</td>
</tr>
</tbody>
</table>

Subcontractors:

<table>
<thead>
<tr>
<th>Coverage</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workers Compensation</td>
<td>Per applicable law</td>
</tr>
<tr>
<td>Employer’s Liability</td>
<td>$1,000,000</td>
</tr>
<tr>
<td>Commercial General Liability</td>
<td>Per Occurrence $1,000,000</td>
</tr>
<tr>
<td></td>
<td>Aggregate $2,000,000</td>
</tr>
<tr>
<td>Automobile</td>
<td>Per Occurrence $1,000,000</td>
</tr>
<tr>
<td></td>
<td>Aggregate $2,000,000</td>
</tr>
</tbody>
</table>
E. The Contract Documents consists of this Contract for Labor and Materials, the attached Contract Terms and Conditions, the Bid Proposal and other documents submitted by the Contractor to the District as a Bidder and the documents identified below. By executing this Contract, the Contractor acknowledges its receipt and review of the Contract Documents; based upon this review, the Contractor confirms that the work can be completed for the Contract Price and within the Contract Time. The Contract Documents consist of:

- Notice Calling for Bids
- Instructions For Bidders
- Scope of Work
- Subcontractors List
- Non-Collusion Declaration
- Contract for Labor and Materials
- Bid Proposal
- Bid Addenda, if any
- W-9 Form
- Bid Bond
- Performance Bond
- Labor and Materials Payment Bond
- Drawings & Specifications
- Drug-Free Workplace Certification
- Tobacco-Free Environment Certification
- Certificate of Worker’s Compensation Ins.
- Sex Offender Registration Act Certification

F. The District Representative is Elaine Trujillo (510) 979-7567.

CONTRACTORS ARE REQUIRED BY LAW TO BE LICENSED AND REGULATED BY THE CONTRACTORS’ STATE LICENSE BOARD. ANY QUESTIONS CONCERNING A CONTRACTOR MAY BE REFERRED TO THE REGISTRAR, CONTRACTORS’ STATE LICENSE BOARD, P.O. BOX 2600, SACRAMENTO, CALIFORNIA 95826

IN WITNESS WHEREOF, the District and Contractor have executed this Contract as of the date set forth above.

“DISTRICT”
Ohlone Community College District

By: ____________________________
Title: Director of Purchasing, Contracts & Auxiliary Services

“CONTRACTOR”
Dryco Construction

By: ____________________________
Title: ____________________________
On April 7, 2021 the District issued Contract Documents for bidding purposes for resurfacing of the tennis courts at the Fremont campus.

The District received two (2) responses from contractors on April 22, 2021. Dryco Construction was selected as the lowest responsive and responsible bidder.

The contract amount is $89,275.

Budget for this agreement will be provided from Fund 41.

RECOMMENDATION

The Superintendent/President recommends the Board of Trustees approves the agreement for Dryco Construction in the amount of $89,275.00.
CONTRACT FOR LABOR AND MATERIALS

This Contract for Labor and Materials ("Contract") is entered into this 12th day of May, 2021 by and between OHLONE COMMUNITY COLLEGE DISTRICT ("District") and Dryco Construction ("Contractor") for the Work of the Project. In consideration of the mutual covenants set forth herein, the Contractor and District agree as follows:

A. In consideration of the payment of the sum of Eighty Nine Thousand Two Hundred Seventy Five Dollars ($89,275) ("the Contract Price"), the Contractor shall perform and complete the Work generally described as:

Ohlone Community College Project
Tennis Courts Resurfacing
Project #TC4621-OG

B. Contractor shall commence the Work on the date indicated in the Notice to Proceed issued by or on behalf of the District and shall complete the Work within Fourteen (14) calendar days after the commencement date for the Work ("the Contract Time"). Failure to complete the Work within the Contract Time will subject the Contractor to Liquidated Damages at the rate of Five Hundred Dollars ($1,000.00) per day until the Work is completed.

C. The location of the Work is Ohlone Community College - Fremont Campus ("the Site").

D. At all times during the Work, the Contractor and each Subcontractor shall obtain and maintain the following insurance coverages:

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<tr>
<th>Coverage</th>
<th>Per Occurrence</th>
<th>Aggregate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workers Compensation</td>
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<tr>
<td>Employer's Liability</td>
<td>$1,000,000</td>
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<tr>
<td>Commercial General Liability</td>
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<td></td>
</tr>
<tr>
<td>Per Occurrence</td>
<td>$1,000,000</td>
<td></td>
</tr>
<tr>
<td>Aggregate</td>
<td>$2,000,000</td>
<td></td>
</tr>
<tr>
<td>Automobile</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Per Occurrence</td>
<td>$1,000,000</td>
<td></td>
</tr>
<tr>
<td>Aggregate</td>
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<td></td>
</tr>
</tbody>
</table>

Subcontractors:

<table>
<thead>
<tr>
<th>Coverage</th>
<th>Per Occurrence</th>
<th>Aggregate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workers Compensation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employer's Liability</td>
<td>$1,000,000</td>
<td></td>
</tr>
<tr>
<td>Commercial General Liability</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Per Occurrence</td>
<td>$1,000,000</td>
<td></td>
</tr>
<tr>
<td>Aggregate</td>
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- Notice Calling for Bids
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- Bid Proposal
- Bid Addenda, if any
- W-9 Form
- Bid Bond
- Performance Bond
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- Drug-Free Workplace Certification
- Tobacco-Free Environment Certification
- Certificate of Worker’s Compensation Ins.
- Sex Offender Registration Act Certification

F. The District Representative is Elaine Trujillo (510) 979-7567.

CONTRACTORS ARE REQUIRED BY LAW TO BE LICENSED AND REGULATED BY THE CONTRACTORS’ STATE LICENSE BOARD. ANY QUESTIONS CONCERNING A CONTRACTOR MAY BE REFERRED TO THE REGISTRAR, CONTRACTORS’ STATE LICENSE BOARD, P.O. BOX 2600, SACRAMENTO, CALIFORNIA 95826

IN WITNESS WHEREOF, the District and Contractor have executed this Contract as of the date set forth above.

“DISTRICT”
Ohlone Community College District

By: ____________________________
Title: Director of Purchasing, Contracts & Auxiliary Services

“CONTRACTOR”
Dryco Construction

By: ____________________________
Title: ____________________________
TO: Board of Trustees
FROM: Dr. Eric Bishop
DATE: May 12, 2021
SUBJECT: Ratification of Contracts

Board Policy 6340 delegates to the President/Superintendent “the authority to enter into contracts on behalf of the District and to establish administrative procedures for contract awards and management…” Both District Policy and Education Code Section 81655 state that any such contract is not a valid or enforceable obligation against the District until it is approved or ratified by the Board.

In the past, most contracts have been ratified by inclusion in the warrant report, which provided information on checks that have already been written. To make contract reporting more transparent, the District is now providing contract information for the Board in the attached format. This will allow the Board to take action prior to payments being made.

As before, where a specific contract requires prior Board approval or where the nature of the contract warrants specific action, these transactions will continue to be separated out and placed on the action or consent agenda for individual consideration.

Funding for each contract has been verified from the appropriate fund account or grant.

RECOMMENDATION

The Superintendent/President recommends that the Board of Trustees ratifies the contracts on the attached page(s).
## OHLCONE COMMUNITY COLLEGE DISTRICT
### Contract List
#### May 12, 2021

<table>
<thead>
<tr>
<th>No.</th>
<th>Contractor</th>
<th>Description</th>
<th>Amount</th>
<th>Account</th>
<th>For</th>
</tr>
</thead>
<tbody>
<tr>
<td>2272101</td>
<td>Vibra Hospital of Northern California</td>
<td>Clinical Agreement</td>
<td>n/a</td>
<td>n/a</td>
<td>District</td>
</tr>
<tr>
<td>2282101</td>
<td>Hospital Committee for Livermore</td>
<td>Clinical Agreement</td>
<td>n/a</td>
<td>n/a</td>
<td>District</td>
</tr>
<tr>
<td>2292101</td>
<td>Mikayla Tran</td>
<td>Technical Support for Distance Education Accessibility Projects</td>
<td>$30,000.00</td>
<td>Fund 21</td>
<td>District</td>
</tr>
<tr>
<td>2302101</td>
<td>Gilbane</td>
<td>Bond Management Services for 2021-2022</td>
<td>$1,000,000.00</td>
<td>Fund 21</td>
<td>District</td>
</tr>
<tr>
<td>2322101</td>
<td>Selway Construction</td>
<td>Building 7 &amp; 12 Exterior Painting Project</td>
<td>$141,290.00</td>
<td>Fund 43</td>
<td>Fremont</td>
</tr>
<tr>
<td>2342101</td>
<td>Contra Costa Electric</td>
<td>ACB Emergency Responder Radio System</td>
<td>$479,460.00</td>
<td>Fund 43</td>
<td>Fremont</td>
</tr>
<tr>
<td>7121701</td>
<td>LPAS Architecture + Design</td>
<td>CO #7- Addl. On-site Attendance at Weekly Owner Architect Contractor Meetings to Resolve Complex Existing Conditions Issues. The Original Contract Included Bi-Weekly On-site Meetings with Remote Meeting Attendance for Other Meetings. Due to the Complexity of Existing Conditions and Conflicts, In Person Attendance at all Meetings is Necessary. An Addl. (13) On-site Meetings will be Required During the Duration of the Project</td>
<td>$15,250.00</td>
<td>Fund 43</td>
<td>Fremont</td>
</tr>
</tbody>
</table>

Note:  
Fund 10 = General Fund  
Fund 12 = Program Distribution (Other Income)  
Fund 13 = Community Education  
Fund 18 = Special Projects  
Fund 21 = Grant Funding  
Fund 41 = Capital Outlay (State or Redevelopment Funding)  
Fund 42 = Measure A Bond  
Fund 43 = Measure G Bond  
Fund 69 = Internal Services Fund  
Fund 71 = ASOC  
Fund 79 = Trust & Agency Accounts
TO: Board of Trustees
FROM: Dr. Eric Bishop
DATE: May 12, 2021
SUBJECT: Authorization for the Disposal of Surplus Personal Property

The District’s Director of Purchasing, Contracts, and Auxiliary Services is designated as the person responsible for identifying District personal property as surplus and is responsible for the sale, donation or disposal of such property as prescribed in Education Code 81450/81452. The following Department(s) identified personal property that is not required for school purposes, is unsatisfactory, is not suitable for school use, or should be disposed of for the purpose of replacement, per the attached inventory sheet(s): Respiratory Therapist

Each listed asset, regardless of Department, is classified by a surplus code. The surplus codes are as follows:

1. Damaged – Asset cannot be used due to condition
2. Obsolete – Asset out of date and out of general use
3. Manufacture Warranty – Asset replacement due to Manufacturer defect
4. Equipment Replacement – Asset replaced by another with same or enhanced functionality
5. Equipment Donated – Asset donated to another public entity
6. Equipment Stolen – Asset unable to be located
7. No Longer Needed – Useable asset no longer in use by Program
8. Other: Please Specify

For most items, the value of this property is insufficient to defray the cost of conducting a formal public bid. By law, a finding to this effect, by a unanimous vote of the members present, will allow the District to dispose of items not sold at auction and will help prevent this obsolete surplus equipment from accumulating in the warehouse and maintenance yard.

RECOMMENDATION

The Superintendent/President recommends that, by unanimous vote of the members present, the Board of Trustees authorizes the designee to surplus property as specified above and find the value of the item(s) listed to be less than $5000 and of insufficient value to defray the cost of arranging a public bid.
Ohlone Community College
Request to Surplus District Owned Equipment

From:  Respiratory Therapist
Department:
Contact Person:  Elizabeth Postovit
Extension:  831-252-1662
Date of Request:  3/12/2021

Please add the following items to surplus inventory:

<table>
<thead>
<tr>
<th>Asset Number</th>
<th>Qty</th>
<th>Item Description</th>
<th>Manufacturer</th>
<th>Model Number</th>
<th>Serial Number</th>
<th>Surplus Code*</th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A</td>
<td>1</td>
<td>Ventilator</td>
<td>Kenton-Bennett</td>
<td>840</td>
<td>35100113744</td>
<td>1</td>
</tr>
<tr>
<td>N/A</td>
<td>1</td>
<td>Ventilator</td>
<td>Kenton-Bennett</td>
<td>840</td>
<td>3510010746</td>
<td>1</td>
</tr>
<tr>
<td>N/A</td>
<td>1</td>
<td>Oxygen Mixer</td>
<td>Bennett</td>
<td>840</td>
<td>3510011112</td>
<td>1</td>
</tr>
</tbody>
</table>

*Surplus Codes:
1 Damaged
2 Obsolete
3 Manufacture Warranty
4 Equipment Replaced
5 Equipment Donated
6 Equipment Stolen
7 No longer needed-working condition
8 Other: Please specify

Comments: PB 840 no longer serviced by the company, sold

Instructions: Itemize each item to be surplused. Please provide as much information as possible. Use the Surplus Codes provided to describe the reason the item is being removed from the District Property listing. Approval of the budget manager is required. Submit the original form to Purchasing/Contracts office and a photocopy to the Warehouse. Warehouse will arrange pickup of the equipment. Any questions about the surplusing of equipment should be directed to extension 6263 or email purchasing@ohlone.edu. Any questions about the pickup and storage should be directed to the Warehouse at extension 6014 or email warehouse@ohlone.edu

This form is available as an Excel Spreadsheet. Email purchasing@ohlone.edu to request a copy to be emailed.

Signature of Budget manager
The Faculty Senate will provide a brief report to the Board of Trustees.

RECOMMENDATION

Standing report for information only.
TO: Board of Trustees
FROM: Dr. Eric Bishop
DATE: May 12th, 2021
SUBJECT: Report from the Associated Students of Ohlone College (ASOC)

The Associated Students of Ohlone College (ASOC) will provide a brief report to the Board of Trustees.

RECOMMENDATION

Standing report for information only.
TO:           Board of Trustees
FROM:        Dr. Eric Bishop
DATE:        May 12th, 2021
SUBJECT:     President’s Updates

The Superintendent/President will provide the Board of Trustees with updates.

RECOMMENDATION

Information item only.
Title 5 Code 58310 requires the District to submit quarterly financial status reports to the Governing Board and to the State Chancellor’s Office. Additionally, California Government Code Section 53646 requires a report to be made to the District's governing board showing the status of the District’s investments at the end of each fiscal quarter.

BACKGROUND

The Board approved 2020-21 Second Quarter Financials in February. The third quarter financial report provides the Board an update on the budget as of March 31, 2021.

Changes in the Budget – Fund 10 (General Unrestricted Funds)

For the third quarter, the District is projecting $2,359 reduction in the revenues for Part Time faculty funding, due to adjustments in P-1 report. In terms of the expenditures, there is a projected increase of $246,657 in expenses, which represents 0.42% of the total budgeted expenditures. The projected net activity (Total Revenues – Total Expenditures) is ($654,675).

Year to date, the total expenditures is approximately 70.65% of the budgeted expenditures, which is 4.35% lower than the expected expenditures at the end of the third quarter.

Changes in the Budget – Funds 12 – 18 (Unrestricted Funds)

The COVID-19 Pandemic has an impact on a number of unrestricted fee-based programs such as Community Education, Contract Education, Smith Center and Civic Center Rentals. The full impact of COVID on the District programs is not known at this time, but will be estimated and reported to the Board by the end of current fiscal year.

Emergency Funds

The District has earmarked a total $6.24M for the COVID-19 from various sources including General Fund and Federal and State funding. As of the third quarter, a total of $1.41M has been spent and $2.1M encumbered to address the effects of the pandemic. On December 27, 2020, The District was notified to receive another $10,003,336 in HEERF III, 50% of which will be allocated to provide direct cash grant to eligible student. The other 50% will be used to address the institutional cost related to the Pandemic. The District has not received HEERF III funds yet.

Deferrals and Cash Flow
In his January 8, 2021 Budget Proposal, the Governor proposed to pay down about 77% of the 2020-21 deferrals, but will still defer about 23% of the fiscal year 2020-21 apportionment to 2021-22.

Investment Report
As of March 31, the District’s total cash balance with Alameda County was $40,125,758, which includes all restricted and unrestricted funds with the latest available interest rate of 0.74%. The District Retiree Health Benefit Trust ended the quarter with a balance of $6,114,153. Year-to-date interest income on the Trust balance was -0.10% while the annual interest income since inception was 6.33%. The Technology Endowment portfolio ended the quarter with a market value of $8,784,579.

RECOMMENDATION
The Superintendent/President recommends that the Board of Trustees accept the 2020-2021 Third Quarter Financial Report.
District: (430) OHLONE

Quarter Ended: (Q3) Mar 31, 2021

View Quarterly Data

I. Unrestricted General Fund Revenue, Expenditure and Fund Balance:

A. Revenues:
   A.1 Unrestricted General Fund Revenues (Objects 8100, 8600, 8800) 59,155,001 61,903,840 60,294,833 59,829,814
   A.2 Other Financing Sources (Object 8900) 235,674 936,018 441,690 200,000
   A.3 Total Unrestricted Revenue (A.1 + A.2) 59,390,675 62,839,858 60,736,523 60,029,814

B. Expenditures:
   B.1 Unrestricted General Fund Expenditures (Objects 1000-6000) 58,411,033 62,791,203 59,172,581 60,038,307
   B.2 Other Outgo (Objects 7100, 7200, 7300, 7400, 7500, 7600) 5,552,784 444,951 1,657,133 723,540
   B.3 Total Unrestricted Expenditures (B.1 + B.2) 63,963,817 63,236,154 60,829,714 60,761,847

C. Revenues Over(Under) Expenditures (A.3 - B.3) -4,573,142 -3,962,296 -9,131 -7,932,033

D. Fund Balance, Beginning 17,905,076 13,331,934 12,935,638 12,842,447
   D.1 Prior Year Adjustments + (-) 0 0 0 0
   D.2 Adjusted Fund Balance, Beginning (D + D.1) 17,905,076 13,331,934 12,935,638 12,842,447

E. Fund Balance, Ending (C. + D.2) 13,331,934 12,935,638 12,842,447 12,110,414
   F.1 Percentage of GF Fund Balance to GF Expenditures (E. / B.3) 20.8% 20.5% 21.1% 19.9%

II. Annualized Attendance FTES: This data is being captured in CCFS-320 and is no longer required here.
   G.1 Annualized FTES (excluding apprentice and non-resident)

III. Total General Fund Cash Balance (Unrestricted and Restricted)

   H.1 Cash, excluding borrowed funds 18,005,974 20,041,290 13,062,036
   H.2 Cash, borrowed funds only 0 0 0
   H.3 Total Cash (H.1 + H.2) 20,222,454 18,005,974 20,041,290 13,062,036

IV. Unrestricted General Fund Revenue, Expenditure and Fund Balance:

<table>
<thead>
<tr>
<th>Line</th>
<th>Description</th>
<th>Adopted Budget (Col. 1)</th>
<th>Annual Current Budget (Col. 2)</th>
<th>Year-to-Date Actuals (Col. 3)</th>
<th>Percentage (Col. 3/Col. 2)</th>
</tr>
</thead>
<tbody>
<tr>
<td>I.1</td>
<td>Unrestricted General Fund Revenues (Objects 8100, 8600, 8800) 59,894,494 59,829,814 34,552,082 57.8%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I.2</td>
<td>Other Financing Sources (Object 8900) 200,000 200,000 0</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I.3</td>
<td>Total Unrestricted Revenue (I.1 + I.2) 60,094,494 60,029,814 34,552,082 57.6%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>J.1</td>
<td>Unrestricted General Fund Expenditures (Objects 1000-6000) 59,431,563 60,038,307 42,012,633 70%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>J.2</td>
<td>Other Outgo (Objects 7100, 7200, 7300, 7400, 7500, 7600) 723,540 723,540 29,931 4.1%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>J.3</td>
<td>Total Unrestricted Expenditures (J.1 + J.2) 60,814,103 60,761,847 42,042,564 69.2%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>K.1</td>
<td>Revenues Over(Under) Expenditures (I.3 - J.3) -60,609 -732,033 -7,490,482</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>L.1</td>
<td>Adjusted Fund Balance, Beginning 12,745,291 12,842,447 12,842,447</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>M.1</td>
<td>Fund Balance, Ending (C. + L.2) 12,684,682 12,110,414 5,351,965</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

V. Has the district settled any employee contracts during this quarter? NO

VI. Did the district have significant events for the quarter (include incurrence of long-term debt, settlement of NO

View Quarterly Data - CCFS-311Q (Quarterly Financial Status Report) Page 1 of 2
VII. Does the district have significant fiscal problems that must be addressed?  

<table>
<thead>
<tr>
<th></th>
<th>This year?</th>
<th>Next year?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>NO</td>
<td>NO</td>
</tr>
</tbody>
</table>

If yes, what are the problems and what actions will be taken? (Enter explanation below, include additional pages if needed.)
# OHLONE COMMUNITY COLLEGE DISTRICT
## 2020-2021 Third Quarter
as of March 31, 2021
### Unrestricted General Fund
#### Fund 10 Revenue and Expenditure Budget Comparison

<table>
<thead>
<tr>
<th>Description</th>
<th>2020-21</th>
<th>Changes</th>
<th>2020-21</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Second Qtr Budget</td>
<td></td>
<td>Third Qtr Budget</td>
</tr>
<tr>
<td><strong>Revenues:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Apportionment per SCFF</td>
<td>45,222,885</td>
<td>-</td>
<td>45,222,885</td>
</tr>
<tr>
<td>Hold Harmless Funding</td>
<td>6,495,908</td>
<td>-</td>
<td>6,495,908</td>
</tr>
<tr>
<td>Deficit Factor</td>
<td>(441,634)</td>
<td>-</td>
<td>(441,634)</td>
</tr>
<tr>
<td>Other Sources of Revenue</td>
<td>4,922,433</td>
<td>(2,359)</td>
<td>4,920,074</td>
</tr>
<tr>
<td>CalSTRS On-Behalf Payment</td>
<td>1,720,902</td>
<td>-</td>
<td>1,720,902</td>
</tr>
<tr>
<td><strong>Total Revenues</strong></td>
<td>57,920,494</td>
<td>(2,359)</td>
<td>57,918,135</td>
</tr>
<tr>
<td><strong>Expenditures:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Full Time Academic Salaries</td>
<td>18,151,246</td>
<td>75,521</td>
<td>18,226,768</td>
</tr>
<tr>
<td>Part Time Academic Salaries</td>
<td>7,666,592</td>
<td>8,242</td>
<td>7,674,834</td>
</tr>
<tr>
<td>Classified Salaries</td>
<td>14,726,791</td>
<td>95,398</td>
<td>14,822,189</td>
</tr>
<tr>
<td>Benefits</td>
<td>12,637,491</td>
<td>68,018</td>
<td>12,705,509</td>
</tr>
<tr>
<td>CalSTRS On-Behalf Payment</td>
<td>1,720,902</td>
<td>-</td>
<td>1,720,902</td>
</tr>
<tr>
<td>Supplies</td>
<td>439,205</td>
<td>(25,520)</td>
<td>413,685</td>
</tr>
<tr>
<td>Operating Exp.</td>
<td>7,485,337</td>
<td>25,653</td>
<td>7,510,990</td>
</tr>
<tr>
<td>Capital Outlay</td>
<td>88,962</td>
<td>(655)</td>
<td>88,307</td>
</tr>
<tr>
<td>Interfund Transfer Out</td>
<td>723,540</td>
<td>-</td>
<td>723,540</td>
</tr>
<tr>
<td>Temporary Expenditures Reductions</td>
<td>(5,313,912)</td>
<td>-</td>
<td>(5,313,912)</td>
</tr>
<tr>
<td><strong>Total Expenditures</strong></td>
<td>58,326,153</td>
<td>246,657</td>
<td>58,572,810</td>
</tr>
<tr>
<td><strong>Net Activity</strong></td>
<td>(405,659)</td>
<td>(249,016)</td>
<td>(654,675)</td>
</tr>
<tr>
<td>Beginning Fund Balance</td>
<td>11,010,097</td>
<td>-</td>
<td>11,010,097</td>
</tr>
<tr>
<td><strong>Ending Fund Balance</strong></td>
<td>10,604,438</td>
<td>(249,016)</td>
<td>10,355,422</td>
</tr>
</tbody>
</table>

18.18% 17.68%
## COMPONENTS OF ENDING FUND BALANCE

<table>
<thead>
<tr>
<th>Description</th>
<th>2020-21 Second Qtr Budget</th>
<th>Changes</th>
<th>2020-21 Third Qtr Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>5% Contingency Reserve</td>
<td>2,916,308</td>
<td>12,333</td>
<td>2,928,641</td>
</tr>
<tr>
<td>Rainy Day Reserve</td>
<td>4,006,568</td>
<td>-</td>
<td>4,006,568</td>
</tr>
<tr>
<td>Institutional Improvement</td>
<td>768,236</td>
<td>-</td>
<td>768,236</td>
</tr>
<tr>
<td>Sabbaticals</td>
<td>140,000</td>
<td>-</td>
<td>140,000</td>
</tr>
<tr>
<td>Unassigned</td>
<td>2,773,326</td>
<td>(261,349)</td>
<td>2,511,977</td>
</tr>
<tr>
<td><strong>Total Fund Balance</strong></td>
<td><strong>10,604,438</strong></td>
<td><strong>(249,016)</strong></td>
<td><strong>10,355,422</strong></td>
</tr>
</tbody>
</table>

18.18% 17.68%
## OHLONE COMMUNITY COLLEGE DISTRICT
### 2020-2021 Third Quarter
as of March 31, 2021
Unrestricted General Fund
Budget vs Actuals

### GENERAL FUND

<table>
<thead>
<tr>
<th>REVENUE</th>
<th>Budget</th>
<th>YTD</th>
<th>Actuals</th>
<th>YTD</th>
<th>%</th>
<th>Budget</th>
<th>YTD</th>
<th>Actuals</th>
<th>YTD</th>
<th>%</th>
<th>Budget</th>
<th>YTD</th>
<th>Actuals</th>
<th>YTD</th>
</tr>
</thead>
<tbody>
<tr>
<td>OTHER FINANCING SOURCES</td>
<td>200,000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>-</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>-</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>TOTAL REVENUES</td>
<td>57,918,135</td>
<td>58,395,167</td>
<td>17,679</td>
<td>14,489</td>
<td>91.6%</td>
<td>58,395,167</td>
<td>17,679</td>
<td>14,489</td>
<td>91.6%</td>
<td>30.0%</td>
<td>105,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>EXPENDITURES</td>
<td>57,849,270</td>
<td>41,345,651</td>
<td>116,941</td>
<td>14,697</td>
<td>12.57%</td>
<td>116,941</td>
<td>14,697</td>
<td>12.57%</td>
<td>12.57%</td>
<td>30.5%</td>
<td>95,000</td>
<td>11,468</td>
<td></td>
<td></td>
</tr>
<tr>
<td>TOTAL EXPENDITURES</td>
<td>58,572,810</td>
<td>41,375,582</td>
<td>116,941</td>
<td>14,697</td>
<td>12.57%</td>
<td>116,941</td>
<td>14,697</td>
<td>12.57%</td>
<td>12.57%</td>
<td>30.5%</td>
<td>95,000</td>
<td>11,468</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NET ACTIVITY</td>
<td>(654,676)</td>
<td>(7,440,415)</td>
<td>(99,261)</td>
<td>(208)</td>
<td>12.57%</td>
<td>(83,296)</td>
<td>(32,271)</td>
<td>12.57%</td>
<td>12.57%</td>
<td>30.5%</td>
<td>10,000</td>
<td>(11,468)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ENDING FUND BALANCE</td>
<td>10,355,422</td>
<td>3,569,682</td>
<td>-</td>
<td>99,053</td>
<td></td>
<td>318,952</td>
<td>369,977</td>
<td></td>
<td></td>
<td></td>
<td>408,319</td>
<td>386,851</td>
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</tr>
</tbody>
</table>

17.68%

### SMITH CENTER

<table>
<thead>
<tr>
<th>REVENUE</th>
<th>Budget</th>
<th>YTD</th>
<th>Actuals</th>
<th>YTD</th>
<th>%</th>
<th>Budget</th>
<th>YTD</th>
<th>Actuals</th>
<th>YTD</th>
<th>%</th>
<th>Budget</th>
<th>YTD</th>
<th>Actuals</th>
<th>YTD</th>
</tr>
</thead>
<tbody>
<tr>
<td>OTHER FINANCING SOURCES</td>
<td>-</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>-</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>-</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>TOTAL REVENUES</td>
<td>279,000</td>
<td>5,503</td>
<td></td>
<td>159,164</td>
<td>63.67%</td>
<td>279,000</td>
<td>5,503</td>
<td>159,164</td>
<td>63.67%</td>
<td>57.56%</td>
<td>34,552,082</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>EXPENDITURES</td>
<td>268,900</td>
<td>84,969</td>
<td>164,900</td>
<td>85,818</td>
<td>52.04%</td>
<td>268,900</td>
<td>84,969</td>
<td>164,900</td>
<td>52.04%</td>
<td>69.19%</td>
<td>42,012,633</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>TOTAL EXPENDITURES</td>
<td>268,900</td>
<td>84,969</td>
<td>164,900</td>
<td>85,818</td>
<td>52.04%</td>
<td>268,900</td>
<td>84,969</td>
<td>164,900</td>
<td>52.04%</td>
<td>69.19%</td>
<td>42,042,564</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NET ACTIVITY</td>
<td>10,100</td>
<td>(79,466)</td>
<td>85,100</td>
<td>73,346</td>
<td></td>
<td>(732,033)</td>
<td>(7,490,482)</td>
<td></td>
<td></td>
<td></td>
<td>12,110,414</td>
<td>5,351,965</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BEGINNING FUND BALANCE</td>
<td>77,079</td>
<td>77,079</td>
<td>855,441</td>
<td>855,441</td>
<td></td>
<td>12,842,447</td>
<td>12,842,447</td>
<td></td>
<td></td>
<td></td>
<td>19.93%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ENDING FUND BALANCE</td>
<td>87,179</td>
<td>(2,387)</td>
<td>940,541</td>
<td>928,788</td>
<td></td>
<td>12,110,414</td>
<td>5,351,965</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## OHLONE COMMUNITY COLLEGE DISTRICT

### 2020-2021 Third Quarter

as of March 31, 2021

**Restricted General Funds**

**Budget vs Actuals**

<table>
<thead>
<tr>
<th>Category</th>
<th>2020-2021 Third Quarter</th>
<th>2020-2021 Third Quarter</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CATEGORICAL</strong></td>
<td>Budget vs Actuals</td>
<td>Budget vs Actuals</td>
</tr>
<tr>
<td>REVENUE</td>
<td>12,434,998</td>
<td>9,572,861</td>
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<tr>
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<td>-</td>
<td>-</td>
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<tr>
<td><strong>TOTAL REVENUES</strong></td>
<td>12,434,998</td>
<td>9,572,861</td>
</tr>
<tr>
<td>EXPENDITURES</td>
<td>12,271,761</td>
<td>6,464,391</td>
</tr>
<tr>
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<td>163,237</td>
<td>94,675</td>
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<tr>
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<table>
<thead>
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<th>Category</th>
<th>2020-2021 Third Quarter</th>
<th>2020-2021 Third Quarter</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>GRANTS</strong></td>
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<tr>
<td>REVENUE</td>
<td>10,237,031</td>
<td>3,493,744</td>
</tr>
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<td>-</td>
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<tr>
<td><strong>TOTAL REVENUES</strong></td>
<td>10,237,031</td>
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<td>11,706,427</td>
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<td>13,404</td>
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<td>11,929,663</td>
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<td>-</td>
<td>(1,692,632)</td>
</tr>
<tr>
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<td>1,692,632</td>
<td>1,692,632</td>
</tr>
<tr>
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<td>-</td>
<td>1,553,908</td>
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<table>
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<th>2020-2021 Third Quarter</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>PARKING</strong></td>
<td>Budget vs Actuals</td>
<td>Budget vs Actuals</td>
</tr>
<tr>
<td>REVENUE</td>
<td>465,000</td>
<td>111,010</td>
</tr>
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<td>OTHER FINANCING SOURCES</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>TOTAL REVENUES</strong></td>
<td>465,000</td>
<td>111,010</td>
</tr>
<tr>
<td>EXPENDITURES</td>
<td>903,100</td>
<td>590,106</td>
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<td>271,737</td>
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<td><strong>TOTAL EXPENDITURES</strong></td>
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<td>881,847</td>
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<td>(479,096)</td>
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<tr>
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<td>301,321</td>
<td>148,423</td>
</tr>
<tr>
<td><strong>ENDING FUND BALANCE</strong></td>
<td>271,737</td>
<td>53,679</td>
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<table>
<thead>
<tr>
<th>Category</th>
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<th>2020-2021 Third Quarter</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>HEALTH SERVICES</strong></td>
<td>Budget vs Actuals</td>
<td>Budget vs Actuals</td>
</tr>
<tr>
<td>REVENUE</td>
<td>355,000</td>
<td>369,910</td>
</tr>
<tr>
<td>OTHER FINANCING SOURCES</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>TOTAL REVENUES</strong></td>
<td>355,000</td>
<td>369,910</td>
</tr>
<tr>
<td>EXPENDITURES</td>
<td>301,321</td>
<td>148,423</td>
</tr>
<tr>
<td>OTHER OUT GO</td>
<td>53,679</td>
<td>221,488</td>
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<tr>
<td><strong>TOTAL EXPENDITURES</strong></td>
<td>355,152</td>
<td>508,343</td>
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<td>221,488</td>
</tr>
<tr>
<td>BEGINNING FUND BALANCE</td>
<td>53,679</td>
<td>221,488</td>
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<tr>
<td><strong>ENDING FUND BALANCE</strong></td>
<td>53,679</td>
<td>221,488</td>
</tr>
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### 2020-2021 Third Quarter

as of March 31, 2021

**Other Funds**

**Budget vs Actuals**

<table>
<thead>
<tr>
<th>Category</th>
<th>2020-2021 Third Quarter</th>
<th>2020-2021 Third Quarter</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CAPITAL OUTLAY</strong></td>
<td>Budget vs Actuals</td>
<td>Budget vs Actuals</td>
</tr>
<tr>
<td>REVENUE</td>
<td>174,083</td>
<td>185,612</td>
</tr>
<tr>
<td>OTHER FINANCING SOURCES</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>TOTAL REVENUES</strong></td>
<td>174,083</td>
<td>185,612</td>
</tr>
<tr>
<td>EXPENDITURES</td>
<td>150,000</td>
<td>133,686</td>
</tr>
<tr>
<td>OTHER OUT GO</td>
<td>268,540</td>
<td>34,620</td>
</tr>
<tr>
<td><strong>TOTAL EXPENDITURES</strong></td>
<td>468,540</td>
<td>34,620</td>
</tr>
<tr>
<td>NET ACTIVITY</td>
<td>(150,000)</td>
<td>(133,686)</td>
</tr>
<tr>
<td>BEGINNING FUND BALANCE</td>
<td>(150,000)</td>
<td>(133,686)</td>
</tr>
<tr>
<td><strong>ENDING FUND BALANCE</strong></td>
<td>(150,000)</td>
<td>(133,686)</td>
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<table>
<thead>
<tr>
<th>Category</th>
<th>2020-2021 Third Quarter</th>
<th>2020-2021 Third Quarter</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>MEASURE G</strong></td>
<td>Budget vs Actuals</td>
<td>Budget vs Actuals</td>
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<tr>
<td>REVENUE</td>
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<td>13,353,491</td>
</tr>
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<td>OTHER FINANCING SOURCES</td>
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<td>159,164</td>
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<td>EXPENDITURES</td>
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<tr>
<td>OTHER OUT GO</td>
<td>200,000</td>
<td>-</td>
</tr>
<tr>
<td><strong>TOTAL EXPENDITURES</strong></td>
<td>29,105,877</td>
<td>13,353,491</td>
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<tr>
<td>NET ACTIVITY</td>
<td>(28,955,877)</td>
<td>(13,219,805)</td>
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<td>(124,543)</td>
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<td>(124,543)</td>
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<table>
<thead>
<tr>
<th>Category</th>
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<th>2020-2021 Third Quarter</th>
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</thead>
<tbody>
<tr>
<td><strong>RETIREE BENEFITS</strong></td>
<td>Budget vs Actuals</td>
<td>Budget vs Actuals</td>
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<tr>
<td>REVENUE</td>
<td>4,510,504</td>
<td>4,385,960</td>
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<td>OTHER FINANCING SOURCES</td>
<td>-</td>
<td>-</td>
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<tr>
<td><strong>TOTAL REVENUES</strong></td>
<td>4,510,504</td>
<td>4,385,960</td>
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<tr>
<td>EXPENDITURES</td>
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<tr>
<td>OTHER OUT GO</td>
<td>4,510,504</td>
<td>4,385,960</td>
</tr>
<tr>
<td><strong>TOTAL EXPENDITURES</strong></td>
<td>4,510,504</td>
<td>4,385,960</td>
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<tr>
<td>NET ACTIVITY</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>BEGINNING FUND BALANCE</td>
<td>4,510,504</td>
<td>4,385,960</td>
</tr>
<tr>
<td><strong>ENDING FUND BALANCE</strong></td>
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<td>4,385,960</td>
</tr>
<tr>
<td>FUND 10</td>
<td>REVENUE/EXPENSE CLASSIFICATION</td>
<td>RECOMMENDED BUDGET CHANGE</td>
</tr>
<tr>
<td>---------</td>
<td>--------------------------------</td>
<td>---------------------------</td>
</tr>
<tr>
<td></td>
<td>REVENUE</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>EXPENDITURES:</td>
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<td>1000</td>
<td>ACADEMIC SALARIES</td>
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<td>SUPPLIES</td>
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<td>OPERATING EXPENSES</td>
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<table>
<thead>
<tr>
<th>FUND 12</th>
<th>REVENUE/EXPENSE CLASSIFICATION</th>
<th>RECOMMENDED BUDGET CHANGE</th>
<th>EXPLANATION</th>
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<tbody>
<tr>
<td>2000</td>
<td>CLASSIFIED SALARIES</td>
<td>1,500</td>
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<tr>
<td>6000</td>
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<td>1,500</td>
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<table>
<thead>
<tr>
<th>FUND 14</th>
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<th>RECOMMENDED BUDGET CHANGE</th>
<th>EXPLANATION</th>
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<tr>
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<td>BENEFITS</td>
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<td>SUPPLIES</td>
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<table>
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<tbody>
<tr>
<td>4000</td>
<td>SUPPLIES</td>
<td>3,000</td>
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<tr>
<td>6000</td>
<td>CAPITAL OUTLAY</td>
<td>3,000</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>3,000</td>
</tr>
<tr>
<td>REVENUE/EXPENSE CLASSIFICATION</td>
<td>FUND 20</td>
<td>FUND 21</td>
<td>FUND 41</td>
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<td>-------------------------------</td>
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<tr>
<td></td>
<td>INCREASE</td>
<td>DECREASE</td>
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<td>19,947</td>
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<td>965,980</td>
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<td>399,550</td>
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<td>7000 OTHER CHARGES</td>
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<td>-</td>
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<tr>
<td><strong>TOTAL CHANGES</strong></td>
<td><strong>5,409,510</strong></td>
<td><strong>1,048,552</strong></td>
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<td>6000 CAPITAL OUTLAY</td>
<td>192,720</td>
<td>-</td>
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<td><strong>-</strong></td>
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<tr>
<td>5000 OPERATING EXPENSES</td>
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<td>7000 OTHER CHARGES</td>
<td>1,644,095</td>
<td>26,596</td>
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<td><strong>TOTAL CHANGES</strong></td>
<td><strong>1,645,482</strong></td>
<td><strong>26,596</strong></td>
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</table>
# OHLONE COMMUNITY COLLEGE DISTRICT
## 2020-2021 Third Quarter
### Investment Report

<table>
<thead>
<tr>
<th>INVESTMENTS</th>
<th>BANK</th>
<th>AMOUNT</th>
<th>PURCHASE DATE</th>
<th>MATURITY DATE</th>
<th>RATE</th>
<th>AS OF</th>
<th>LIMITATIONS PER DISTRICT POLICY</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 ALAMEDA COUNTY TREASURER</td>
<td>County Treasurer</td>
<td>$ 40,125,758</td>
<td>N/A</td>
<td>N/A</td>
<td>0.740%</td>
<td>1/31/2021</td>
<td>None</td>
</tr>
<tr>
<td>Cash pool investments (All Funds)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 OPEB TRUST</td>
<td>Morgan-Stanley Smith Barney</td>
<td>$ 6,114,153</td>
<td>6/1/2010</td>
<td>N/A</td>
<td>-0.10%</td>
<td>Y-T-D</td>
<td>By Board Resolution and reviewed by the Retirement Board of Authority (RBOA)</td>
</tr>
<tr>
<td>3 TECHNOLOGY ENDOWMENT</td>
<td>US Bank/Trustee</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>City &amp; County of S.F.</td>
<td></td>
<td>$ 1,514,100</td>
<td>11/17/2011</td>
<td>9/1/2021</td>
<td>5.00%</td>
<td>3.09%</td>
<td>Prop 39 Technology Endowment - must be invested in Governmental Bonds</td>
</tr>
<tr>
<td>San Bernardino Joint Powers</td>
<td></td>
<td>$ 1,528,635</td>
<td>12/19/2011</td>
<td>10/1/2021</td>
<td>5.75%</td>
<td>3.75%</td>
<td></td>
</tr>
<tr>
<td>Federated Institutional Tax Free</td>
<td></td>
<td>$ 6,106,349</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net Market increase/(decline)</td>
<td></td>
<td>$ (364,505)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total Market Value of the Endowment</strong></td>
<td></td>
<td>$ 8,784,579</td>
<td></td>
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</tbody>
</table>
In fiscal year 2015-16, the State Chancellor’s Office implemented a new fund allocation model for Equal Employment Opportunity (EEO) funds in accordance with Education Code, Section 87107. Prior to the new funding model, districts received EEO funds annually on a FTES basis with allocations ranging from approximately $3,000 to $32,000. On an average, Ohlone has received $7,000 - $20,000 annually depending on available funds.

This new funding method is more favorable as it is based on the college meeting the multiple methods as outlined by the Chancellor’s office. Additionally, the CCCCO requires that Ohlone report on activities completed in the prior fiscal year in order to qualify and receive annual EEO funds.

Ohlone received $50,000 in EEO funds for 2020-21. Funds for 2021-22 will again be based on Ohlone’s success in meeting the 9 Multiple Methods set forth by the State’s EEO and Diversity Advisory Task Force and CCCCO’s legal division office. Ohlone met all 9 Multiple Methods for all academic years since the new process was implemented.

The funds are restricted and may be used for (but not limited to):
- Outreach and recruitment
- In-service training on EEO
- Accommodations for applicants and employees with disabilities pursuant to Title 5
- Activities designed to encourage students to become qualified for, and seek employment as community college faculty or administrators, and
- Other activities to promote EEO

A draft report and attachments are enclosed for the Board of Trustees for a first reading and an opportunity for input and comments. A second reading and approval will be sought at the June 2021 Board meeting.

RECOMMENDATION:
Item for first reading/information only.
District Name: OHLONE COMMUNITY COLLEGE DISTRICT

Does the District meet Method #1 (District has EEO Advisory Committee, EEO Plan, and submitted Expenditure/Performance reports for prior year) (All mandatory for funding)

☑ Yes
☐ No

The district met at least 6 of the remaining 8 Multiple Methods. (Please mark your answers.)

☑ Yes
☒ Method 2 (Board policies and adopted resolutions)
☑ Method 3 (Incentives for hard-to-hire areas/disciplines)
☑ Method 4 (Focused outreach and publications)
☑ Method 5 (Procedures for addressing diversity throughout hiring steps and levels)
☑ Method 6 (Consistent and ongoing training for hiring committees)
☑ Method 7 (Professional development focused on diversity)
☑ Method 8 (Diversity incorporated into criteria for employee evaluation and tenure review)
☐ Method 9 (Grow-Your-Own programs)

☐ No

I CERTIFY THAT THIS REPORT FORM IS COMPLETE AND ACCURATE. Please attach meeting agenda showing district EEO Advisory Committee’s certification of this report form.

Chair, Equal Employment Opportunity Advisory Committee

Name: 
Title: 
Signature: __________________________ Date: __________________________

Chief Human Resources Officer

Name: 
Title: 
Signature: __________________________ Date: __________________________

Chief Executive Officer (Chancellor or President/Superintendent)

Name: 
Title: 
Signature: __________________________ Date: __________________________

President/Chair, District Board of Trustees

Date of governing board’s approval/certification: __________________________, 2020

Name: Title: President/Chair, Board of Trustees

Signature: __________________________ Date: __________________________

Date Due at the Chancellor’s Office: June 1, 2021
Return to: form to EEOsubmissions@cccco.edu
California Community Colleges; 1102 Q Street, Ste. 4400, Sacramento, CA 95811
This form requires districts to report the various activities that they are implementing to promote Equal Employment Opportunity for each of the 9 Multiple Methods.

When providing explanation(s) and evidence of your district’s success in implementing the Multiple Methods, please keep narrative to no more than one page per Multiple Method. If you reference an attachment, please ensure it is attached to your submittal.

Nine (9) Multiple Methods

**Mandatory for Funding**

1. District’s EEO Advisory Committee, EEO Plan, and submittal of Expenditure/Performance reports for prior year.

**Pre-Hiring**

2. Board policies & adopted resolutions
3. Incentives for hard-to-hire areas/disciplines
4. Focused outreach and publications

**Hiring**

5. Procedures for addressing diversity throughout hiring steps and levels
6. Consistent and ongoing training for hiring committees

**Post-Hiring**

7. Professional development focused on diversity
8. Diversity incorporated into criteria for employee evaluation and tenure review
9. Grow-Your-Own programs

**SPECIAL NOTE**

Weaving the DEI Integration Plan in 9 Multiple Methods report

California Education Code section 87100 requires “a work force that is continually responsive to the needs of a diverse student population which may be achieved by ensuring that all persons receive an equal opportunity to compete for employment and promotion within the community college districts and by eliminating barriers to equal employment opportunity.” Title 5 states that “establishing and maintaining a richly diverse workforce is an on-going process that requires continued institutionalized effort.” (Cal. Code Regs., tit. 5, § 53024.1.) These policies provide our students with the educational benefits of a diverse workforce.

To implement the Equal Employment Opportunity (EEO) policies contained in the Education Code and title 5, the Chancellor’s Office has established a Multiple Methods model for allocating the EEO Fund. In addition to compliance with Multiple Method 1, districts must also demonstrate compliance with at least 6 of the 8 remaining Multiple Methods to qualify for the receipt of EEO Funding.

Many will recall the outrage that spun from the racial injustices that occurred in June 2020 with the public killing of George Floyd. As this report is being considered for submittal, the trail of the officer responsible for the killing is in process. This, coupled with the hate and harm done to our Asian people and other ethnic groups continue to swirl around in our minds and permeates our daily lives.

In his letter to the community college system, Chancellor Oakley stated, “Most recently, our system and our students are hurting and they are outraged because of the systemic racial injustices that still exist in our country. In this moment, we need to use our positions of privilege, influence and power to make a difference….”
Chancellor Oakley and system leaders called for our system to actively strategize and act against structural racism. “We cannot say that we are equity champions and be afraid to have open dialogue about structural racism”. In the letter https://www.cccco.edu/-/media/CCCCO-Website/Files/Communications/dear-california-community-colleges-family, Chancellor Oakley called for action across six key areas. The one in particular, key area #5, that asks for specific action to shorten the implementation of the Diversity, Equity and Inclusion Integration Plan (DEI):

“In 2018, the Board of Governors of California’s Community Colleges (Board) mandated that our system create a plan to address diversity, equity and inclusion (DEI) in our workforce and learning environments. This work culminated in a unanimous vote September 2019 where the Board adopted a new system wide statement for DEI that impacts the mission of our system, the Equal Employment Opportunity (EEO) reports submitted by our districts and funding allocations for EEO funds. In addition to a new statement, the Board approved the DEI Integration Plan with a call to fully implement 68 recommendations over the next five years. Our system cannot afford to wait 5 years. The Chancellor calls for the Chancellor’s Office DEI Implementation Workgroup, the statewide representatives in the Consultation Council and campus leaders to mobilize to implement all tier 1 recommendations in the next 6 to 12 months and to act with urgency to implement tier 2 recommendations”.

Ohlone has made significant progress in most of the “Tier 1 recommendations and will prepare a separate report that is specific to the DEI-IP, but given that the 9-Multiple Methods intertwines with some of those efforts; where applicable, progress will be noted in this report.

**METHOD 1**

**Does the District meet Method #1?** (District has EEO Advisory Committee, EEO Plan, and submitted Expenditure/Performance report for prior year)

☑ Yes
☐ No

Under the Multiple Method allocation model, districts must minimally have an operational district EEO Advisory Committee, and an updated EEO Plan. Additionally, districts are required to annually report on the use of EEO funds.

- In order to qualify for receipt of the EEO Fund, districts are required to submit a board-adopted EEO plan every three years to the Chancellor’s Office. (Title 5, section 53003a).
- EEO Plans are considered active for three years from the date of when the district’s Board of Trustees approved the plan.
- The districts are required to establish an EEO Advisory Committee to assist in the development and implementation of the EEO Plan. (Title 5, section 53005).
- The districts are required to annually submit a report on the use of Equal Employment Opportunity funds. (Title 5, section 53034).

Please provide an explanation and evidence of meeting this Multiple Method, #1. (Submission of the EEO Plan; establishment of an EEO committee; submission of expenditure report for 2019-20.)

**Integration with DEI-IP: Strategy A: Tier 1 Activity:** Districts and colleges to adopt EEO plan as an action item in a public meeting. *This has been the tradition at Ohlone. The EEO plan, after going through the participatory governance process was adopted at a public meeting of the Ohlone Board of Trustees in August 2020. The EEO Plan is effective an in place until June 30, 2023*
Submission of Equal Employment Opportunity (EEO) Plan:
The District has an EEO plan (Plan) that was approved by the Ohlone Board of Trustees in August 2020. The Plan was submitted to the State Chancellor’s office and is effective from July 1, 2020 to June 30, 2023.
https://www.ohlone.edu/sites/default/files/groups/Human_Resources_and_Training/eeo_plan_2020-2023.pdf

The Plan provides a framework for outreach, advertising, recruiting, training for screening committees, diversity training for staff, methods to address underrepresentation, additional steps to remedy significant underrepresentation and the handling of complaints.

(1) Establishment of an EEO Advisory Committee:
In compliance with Title 5, Section 53005, the District has an established Equal Employment Opportunity committee named Ohlone’s Diversity and Inclusion Advisory Committee (ODIAC). The committee is advisory to the Superintendent/President. ODIAC has dual purposes: (1) act as an advisory body to the Superintendent/President on matters and efforts to promote understanding and support for equal opportunity and nondiscrimination policies and procedures; and (2) develop ways for the College to advance diversity and cultural competency via the coordination and promotion of campus events and trainings/workshops.

ODIAC assists in the review, update, and implementation of the Plan in compliance with State and Federal EEO regulations and guidelines. It monitors equal employment opportunity progress by reviewing applicant and employee data, and providing suggestions for Plan revisions every 3 years. ODIAC, in collaboration with the District’s faculty and staff development committees, sponsors events, trainings, and other activities that promote equal employment opportunity, nondiscrimination, cultural competency and employee belonging.

Effective July 1, 2020, the founding faculty member stepped down from his role after five (5) years of service. The new faculty co-chair is Dr. Teresa Massimo. Dr. Massimo has been with the district for 20 years and has been a committee member since its formation.

This past year, after the Chancellor’s office Call to Action, the committee reaffirmed its commitment to equity, inclusivity and diversity in a tangible way. The committee spent both fall 2020 and spring 2021 semesters doing professional development to better understand the role and responsibilities of an EEO committee. (Attachment A – names of committee members and list of EEO Trainings for 2020-21).

(2) Submission of Expenditure/Performance Reports:
Finally, the District complies with Title 5, Section 53034, which requires timely filing of an annual expenditure report on the use of EEO funds. The District submitted the annual report as required on September 30, 2020. EEO funds are spent on advertising, attending job fairs, paying for travel for applicants traveling from out of the area and employee training and development programs. The next report is due by September 30, 2021.

The District meets all of the requirements of Method #1 and is in full compliance with Title 5, sections 53003, 53005 and 53034.

To receive funding for this year’s allocation amount, districts are also required to meet 6 of the remaining 8 Multiple Methods.

METHOD 2
Methods 2, 3 and 4: Pre-Hiring
Does the District meet Method #2? (Board policies and adopted resolutions)

☑ Yes
☐ No

Please provide an explanation and evidence of meeting this Multiple Method, #2. (1) Board Policies and Resolutions; (2) Board of Trustees receives training on the elimination of bias in hiring and employment at least once every election cycle; (3) The District’s mission statement conveys its commitment to diversity and inclusion and recognition that a diverse inclusive workforce promotes its educational goals and values; (4) The District maintains updated curricula texts, and/or course descriptions to expand global perspective of the particular course, readings and discipline; (5) District addresses issues of inclusion/exclusion in a transparent and collaborative fashion; Section 53024.1g, k, n, o

(1) Board Policies and adopted resolutions:
The Board of Trustees complies and far exceeds this requirement in multiple ways. The Board’s monthly agenda lists the Board’s 2020-21 priorities [https://www.ohlone.edu/sites/default/files/groups/Board_of_Trustees/00a-101420boardmeetingagenda.pdf](https://www.ohlone.edu/sites/default/files/groups/Board_of_Trustees/00a-101420boardmeetingagenda.pdf)

The Board makes clear its strong commitment to supporting the organization’s efforts of creating and maintaining an environment that values-diversity, equity and inclusion, by making its first priority to promote a culturally competent college environment. This Priority has 6 tasks that properly align with the College’s Strategic Plan Goals 1 and 2.

The Board honors and encourages campus celebrations and recognition of heritage months by presenting proclamations to a student or a district employee at monthly public board meetings. Some of the heritage months recognized are: India Republic Day; Black History Month; César Chávez Day; Women’s History Month; Asian American Heritage Month; Deaf Awareness Month; Hispanic Heritage Month and National Disabilities Awareness Month; Native American Heritage Month. Coinciding with the proclamations mentioned above and furthering the celebration and recognition of heritage months, ODIAC designed lawn signs with notable quotations and information about the particular heritage being celebrated. The signs are placed in various areas around the campus. Note: this project has been suspended for the 2020-21 academic year due to the pandemic and the campus functioning remotely.

In December 2017, the Board adopted a proclamation called “No Harassment” to reinforce its commitment to creating a “speak up” culture and a safe and harassment-free environment for all.

[https://www.ohlone.edu/sites/default/files/group-files/Board_of_Trustees/20172018/20171213/02a-noharassmentproclamation.pdf](https://www.ohlone.edu/sites/default/files/group-files/Board_of_Trustees/20172018/20171213/02a-noharassmentproclamation.pdf)

In May 2020, the Board adopted a resolution denouncing Xenophobia and anti-Asian sentiment arising due to fears of the COVID-19 pandemic and affirming Ohlone’s commitment to the well-being and safety of Asian American communities. [https://www.ohlone.edu/sites/default/files/groups/Board_of_Trustees/2020/051320/03ares30denouncingxenophobia.pdf](https://www.ohlone.edu/sites/default/files/groups/Board_of_Trustees/2020/051320/03ares30denouncingxenophobia.pdf)

In response to the murder of George Floyd, the Board adopted a resolution at its June 2020 board meeting, stating “we share the pain, anger and frustration of the whole nation caused by the killing of George Floyd and many other Black Americans.” [https://www.ohlone.edu/sites/default/files/groups/Board_of_Trustees/2020/061020/02abacklivesmattersres33.pdf](https://www.ohlone.edu/sites/default/files/groups/Board_of_Trustees/2020/061020/02abacklivesmattersres33.pdf)
In March 2021, the board affirmed Ohlone’s commitment to Diversity, Equity and Inclusion by the adoption of a strong resolution that reaffirms and strongly support diversity in faculty and staff hiring and laid out an expectation that “everyone in the Ohlone Community College District community, through their roles and responsibilities, to implement the District’s diversity initiatives and maintain a climate of respect, civility, and inclusion as part of the institution’s commitment to educational excellence...”


The Board of Trustees continue to show and demonstrate strong leadership in this area and should be recognized for its unwavering commitment and continued focus on maintaining a respectful environment that celebrates the college’s rich diversity. The District’s motto is “A World of Cultures United in Learning.” This motto is posted throughout the college campus and on Ohlone’s website. Ohlone’s vision statement is: Ohlone College will be known throughout California for our inclusiveness, innovation, and exceptional student success.

One of Ohlone’s seven values is Diversity and Inclusiveness. This is articulated in the following way: In the spirit of social justice and equity, we strive to intentionally and purposefully support students and employees from diverse backgrounds, socio-economic groups, ages, abilities, and intersectional identities to reduce barriers in order to allow for greater opportunity to explore their interests and to maximize their ability to define and fulfill their higher education goals and career aspirations.

To reinforce Ohlone’s values, the Executive Team selects a group of employees who best demonstrate each value and recognizes them at the annual employee recognition ceremony held in May each year.

(2) The district’s Board of Trustees receives training on the elimination of bias in hiring and employment at least once every election cycle.

The Board of Trustees participated in official training on the elimination of bias in hiring and employment on May 27, 2020 (https://www.ohlone.edu/sites/default/files/groups/Board_of_Trustees/00a-052720workshopagenda.pdf). This training is provided to the Board every 3 years. The next training is due in spring 2023.

(3) The district’s mission statement conveys its commitment to diversity and inclusion, and recognition that a diverse and inclusive workforce that promotes its educational goals and values:

Ohlone’s mission statement demonstrates Ohlone’s commitment to creating an inclusive environment. The mission statement is found on the district’s website at: https://www.ohlone.edu/planning/goalsobjectives

An excerpt of the statement demonstrates the district’s commitment to diversity: “…in an inclusive, equitable and multicultural environment where student learning and achievement are paramount.”

(4) The district maintains updated curricula, texts, and/or course descriptions to expand the global perspective of the particular course, readings or discipline.
Ohlone offers a wide variety of courses that specifically focus on diversity. Examples of a few are: Cultural Anthropology, Deaf Culture, Intercultural Communication, Sexual Identity and Communication, Teaching in a Diverse Society, Introduction to Gender and Women’s Studies. The College offers Certificates of Accomplishments in the following areas: Cultural Anthropology, Gender and Women’s Studies, Intercultural Communication, to name a few. The History Department offers courses in Chicana/o History, African American History, and the course “Bad Girls: Women in America from 1890.”

The Faculty Senate has had a number of workshops, professional development and discussions about Diversity, Equity and Inclusion integration and implementation. Below is a list of discussion topics that have come before Senate this spring.

- ASCCC Flex workshop “Diversity, Equity, and Inclusion: Linking Statewide and Local Efforts”
- Guided Pathways discussions (Senate subcommittee)
- Distance Education discussions (Senate subcommittee)
- AP 4230 Grading and Academic Records
- AP 7211 Faculty Service Areas, Minimum Qualifications, and Equivalencies
- Statewide DEI Taskforce strategies discussion
- Brave Spaces discussion

https://www.ohlone.edu/faculty-senate/2020-2021-meeting-schedule-agendas-document-index-faculty-senate

Given the Vision for Success, DEI Task Force recommendations, faculty are involved in professional development specifically focused on developing syllabi and pedagogy with equity lenses. The district hired Lasana Hostep, who has provided equity-advancing consultation to academic institutions, community-based organizations, and corporations. Hostep is an antiracist/antisexist educator, writer, and equity-advancing executive coach. He writes and speaks globally about educational equity, anti-Blackness, and racial justice within organizations and society at-large. The following professional development cohorts have been scheduled for faculty and facilitated by Hostep:

- **IT’S IN THE SYLLABUS: Developing an Equity-Minded Syllabus**: Engage in activities designed to reimagine your syllabi through an equity-advancing framework that supports the goals of both faculty and students.
- **TRANSFORMATIVE PEDAGOGY: Teaching the Material & Teaching the Student**: Examine multiple teaching and learning methods that center on identity, culture, and the student experience.

For more information: (https://www.ohlone.edu/facultysenate/cohorts-equity)

### Integration with DEI-IP: Strategy E: Tier 1 Activity: Create a procedure for equivalence committees to receive the same training as hiring committees.

The District recognizes the importance of equivalency in faculty hiring as part of our commitment to diversity, equity, and inclusion. A well-defined equivalency process provides the opportunity to consider applicants that may have taken non-traditional paths in acquiring the same knowledge base and skill set as those who have taken a more traditional approach to minimum qualifications. Long time faculty member Rob Smedfjeld took on the task of reviewing Ohlone's existing faculty hiring practices, researching equivalency processes and procedures at other CA community colleges, and reading reports and findings published by the statewide Academic Senate. Using this information, he has worked
with our faculty and deans to develop a proposed administrative procedure (AP 7211) that is currently going through the approval process of our local Faculty Senate. The AP was presented for a first reading at the April 7th Faculty Senate meeting, and it is expected to be approved at their April 21st meeting. This AP will establish a newly purposed Equivalency Committee that will promote college-wide awareness of the importance of equivalency considerations in our DEI efforts and also provide informational resources for potential faculty applicants, thereby contributing to expanding the inclusiveness of our hiring processes.

Faculty and administrators have been engaged in thoughtful discussion about diversity, equity and inclusion in curricula over the past year. Below are links to the goals of the Curriculum Committee for 2020-21 and meeting minutes that is evidence of the discussion within these spaces.

- **Curriculum Committee Goals for 2020-2021** includes Goal #4-Anti Racist Pedagogy and curriculum ([link](https://www.ohlone.edu/sites/default/files/groups/Curriculum_and_Scheduling/Curriculum_Committee/documents/2020-2021/curriculum_committee_goals_2020-2021.pdf))

  “Item-4: Anti-racist pedagogy and curriculum. As per direction of the CCCCO and Dr. Bishop, discuss the issue of Anti-racist pedagogy and the Curriculum Committee: incorporate topics of race and inequality into course content; teaching from an anti-racist pedagogical approach; anti-racist organizing within the campus and linking efforts to the surrounding community.”

- **Curriculum Committee Agenda** for March 1st, 2021 and the follow-up Minutes from that meeting listed on March 15th. Dr. Melissa Cervantes, Exec. Dean of DEI presentation on Anti-Racist Pedagogy. ([link](https://www.ohlone.edu/sites/default/files/groups/Curriculum_and_Scheduling/Curriculum_Committee/documents/2020-2021/minutes_curriculum_committee_march_1_2021_draft.pdf))

The District hired an Ethnic Studies instructor, who began in the fall 2017 term. The instructor’s responsibilities include teaching Ethnic Studies, overseeing the Ethnic Studies curriculum, and mentoring part-time Ethnic Studies instructors. Ethnic Studies at Ohlone College primarily consists of Chicano/Latino Studies, but also includes African American Studies, Asian American Studies, and Native American Studies. The Ethnic Studies position include teaching Introduction to Ethnic Studies, Chicano Culture, Chicano History, Chicano Literature, Contemporary Chicana Issues, and Barrio Service Learning courses, as well as all current Ethnic Studies course offerings. Additional responsibilities include developing new Ethnic Studies courses, establishing an Ethnic Studies program, growing enrollment in Ethnic Studies, mentoring students in Ethnic Studies, and facilitating on-campus and off-campus equity and diversity activities. As of spring 2021, a new Ethnic Studies Program/Department was approved through the Curriculum Committee.

The Board approved that all employees receive one paid day each year designated as a diversity day that can be used by employees to celebrate their own diversity.

The Strategic Plan incorporates the goals and objectives of Ohlone’s major plans, such as the Equal Employment Opportunity Plan, the Student Equity Plan, and the Student Success and Support Plan. As such, as the Board works to engage in activities to achieve their priorities and make progress towards achieving the goals identified in the College’s Strategic Plan. The Board receives frequent updates on the progress of the strategic plan during open public meetings.

The Board attends and supports events on campus aimed at creating opportunities of historically underrepresented and underserved students. The Board of Trustees has adopted several policies concerning *Non-Discrimination; Equal*
Employment Opportunity; Prohibition of Harassment; and Commitment to Diversity. The President/Superintendent has developed procedures for all of the board policies including Procedures for Handling Complaints of Unlawful Discrimination.

The District has an informational webpage Multicultural and International Programs which lists programs that are focused on providing a global perspective on education: (1) International Programs and Services; (2) English Language Institute (ELI); and (3) Study Abroad Program.

The District’s plans, such as the Strategic Plan, the Educational Master Plan, and the Technology Master Plan include diversity as an important objective. For example, the Technology Master Plan’s mission is “Ohlone Community College District serves and supports the college community by responding with innovative and state-of-the-art technology that enhances institutional effectiveness and efficiency while embracing diversity, equity, and inclusion” and the vision statement is: “Technology at Ohlone College will be intentionally focused on diversity, equity, and inclusion, and will be universal, state-of-the art, innovative, available, and continually assessed that meets the needs of the college community.” [https://www.ohlone.edu/sites/default/files/users/DGarza/technology_master_plan_20-25_final_1-14-21.pdf](https://www.ohlone.edu/sites/default/files/users/DGarza/technology_master_plan_20-25_final_1-14-21.pdf)

The Education Master Plan [https://www.ohlone.edu/sites/default/files/groups/Academic_Affairs/documents/2019/2020-2025_educational_master_plan_final.pdf](https://www.ohlone.edu/sites/default/files/groups/Academic_Affairs/documents/2019/2020-2025_educational_master_plan_final.pdf) includes in its guiding principles this statement: "Facilitating a supportive and inclusive campus culture that recognizes diversity, encourages student expression and participation, and fosters a sense of belonging.

Goal 2 in the District’s 2020-2025 Strategic Plan’s is “Promote diversity and Inclusion”. In order to achieve this goal, several objectives are listed. For example, Goal 2.4 is “By 2021, provide ongoing training that annually promotes diversity, inclusion, and awareness of implicit bias for all college employees, and Goal 2.5 states “By 2025, create an inclusive college climate, annually providing opportunities and venues to engage and build community”. Each goal has measurable outcomes. Groups responsible for ensuring that these goals are achieved regularly provides updates on progress at College Council meetings. [https://www.ohlone.edu/sites/default/files/groups/Board_of_Trustees/2020/061020/32b-20202025strategicplan.pdf](https://www.ohlone.edu/sites/default/files/groups/Board_of_Trustees/2020/061020/32b-20202025strategicplan.pdf)

An excerpt of the Human Resources department’s mission is: “The department promotes the understanding and appreciation of the diversity of the students, staff, and the community. Human Resources Department

The Human Resources (HR) team members participate on statewide organizations committed to diversity and inclusion such as Association of California Community College Administrators (ACCCA), Association of Chief Human Resources Officers/Equal Opportunity Officers (ACHRO/EEO), and Asian Pacific Americans in Higher Education (APAHE).

(5) The District addresses issues of inclusion/exclusion in a transparent and collaborative fashion.

The District is very transparent and overt in its commitment to equity and inclusion. Over the past year, several “Space Spaces” were hosted by a number of departments including the Superintendent/President’s office, Human Resources and the Office of Professional Development, Employee Engagement and Onboarding. The Superintendent/President has developed a resource page called “Ohlone’s Call to Action”. [Ohlone’s Call to Action | Ohlone College, A World of Cultures United in Learning - Ohlone College, Fremont and Newark, California](https://www.ohlone.edu/sites/default/files/users/DGarza/technology_master_plan_20-25_final_1-14-21.pdf)
The District’s Faculty Senate has demonstrated their commitment to the efforts in the Chancellor's “Call To Action” by commitment to a resolution entitled “Equity in Leadership at Ohlone” faculty_equity_leadership_resolution_v3.pdf (ohlone.edu)

Perhaps the biggest achievement for the college so far has been the district-wide engagement held on September 20, 2020 called “Leadership for Racial Equity Reimaging, Retooling and Rebuilding for Structural Change”, from which a report was produced. The report can be found here: (https://www.ohlone.edu/sites/default/files/groups/President_s_Office_/ohlone_equity_leadership_retreat_final_report.pdf)

There are so many opportunities provided to the college over the past year that it is literally impossible to highlight all but below are links to some key engagements and recommended resources made available for the college community:

**Anti-Racism Resource Guide (Pasadena College)**
https://docs.google.com/document/d/1chYDc8smuFCCw6p9SVB1oMIFaaubYEaurqntXwx3wTg/edit

**Making Equity the Ohlone Way Presentation**
(https://www.ohlone.edu/sites/default/files/groups/President_s_Office_/documents/making_equity_the_ohlone_way.pdf)

**Faculty Senate Resolutions** found in the Minutes (https://www.ohlone.edu/faculty-senate/2020-2021-meeting-schedule-agendas-document-index-faculty-senate)

**Equity Leadership at Ohlone approved Sept. 2nd**
(https://www.ohlone.edu/sites/default/files/users/JMacEwan/faculty_equity_leadership_resolution_vf.pdf)

**Ethnic Studies Resolution approved Oct. 7th**
(https://www.ohlone.edu/sites/default/files/users/JMacEwan/ethnic_studies_department_resolution_final.pdf)

**Brave Spaces Guiding principles**
(https://www.ohlone.edu/sites/default/files/users/SMyers/brave_definitions_v8_april_2021.pdf). This was also approved at College Council.

In response to the George Floyd killing and the Chancellor’s Call to Action, a powerful series of “Safe Spaces” was hosted called “Peaceful Protests”. https://www.ohlone.edu/peaceful-protest

Last, but not least, the district committed to the ongoing resources to support the hiring of a full-time executive level position dedicated to DEI. The Executive Dean of Equity, Inclusivity and Campus Diversity, Dr. Melissa Cervantes, reports to, and advises the Superintendent/President and serves as a member of the College’s Executive Team. The Executive Dean's responsibilities include building bridges and creating relationships within and outside of the College and engaging all stakeholders in developing and implementing a collective vision for equity, diversity and inclusion for the College.

The Executive Dean, is responsible for implementing and furthering the goals of the Vision for Success reforms with equity at the core of the work facilitating structural change at the College. Dr. Cervantes works with all areas and all constituents to build inclusive and shared visions and has knowledge and experience of creating policies and procedures that are equitable and anti-racist.

*The District meets the requirements of Method 2 and therefore complies with Title 5, Section 53024.1 (g), (k), (n), (o)*
Does the District meet Method 3 (Incentives for hard-to-hire areas/disciplines)?
☑ Yes
☐ No

Please provide an explanation and evidence of meeting this Multiple Method, #3.
(1) Incentives for hard-to-hire areas/disciplines and (2) The District conducts longitudinal analysis of various employment events by monitored group status such as: hiring, promotion, retention, voluntary resignation, termination and discipline. Section 53024.1(q)

(1) Incentives for hard-to-fill areas/disciplines

For full-time faculty, the disciplines identified as being particularly hard-to-hire are Respiratory Therapy, Nursing, Computer Networking and Emerging Technologies, Interpreter Preparation Program and some Career Education (CE) disciplines. Finally, for classified positions, finding applicants for information technology, application analysts and instructional accessibility is very difficult.

Ohlone’s pay and benefits remain competitive among the Bay 10 community colleges, but the cost for housing in the Bay Area can be a barrier for potential applicants. In addition, professionals in the RT, Nursing, Information Technology etc. can make considerably more money working in industry or high-tech companies.

Even so, Ohlone has been able to attract and retain talented employees. Some methods Ohlone uses to incentivize candidates to come for interviews are: (1) Paying for travel and accommodations for candidates traveling from outside of the area for both the initial and final interviews; (2) reimbursing moving expenses up to a reasonable amount are offered to candidates hired from out-of-state or out-of-area; (3) use of video conferencing to conduct initial interviews; (4) flexibility with scheduling initial interviews; and (5) listing the position as “Open Until Filled” to encourage continuous applications, allowing for regular review of applications. As the college was forced to conduct all interviews via zoom, committees began to get used to the format.

By identifying positions that are hard-to-hire beforehand, allows the District to proceed with candidate pools that may be smaller than normal. For example, a recruitment for a hard-to-fill position might yield less than 10 candidates. The interviews are allowed to proceed through the process even though the pool is relatively small. In addition, the recruitment guidelines allow hard-to-hire positions to proceed to the final interview process with less than three candidates, which is the minimum number normally required for final interviews.

(2) The District conducts longitudinal analysis of various employment events by monitored group status such as: hiring, promotion, retention, voluntary resignation, termination and discipline.

As required by Title 5, Section 53024.1(q), the district tracks and retains longitudinal analysis of hiring, promotion, retention, resignations, terminations and discipline. Analysis of this data is included EEO Plan and reviewed by the ODIAC committee annually. The Board of Trustees also reviews this data at least once every 3 years when approving the EEO plan.

The District meets Method 3 and therefore the requirements of Title 5, Section 53024.1(q).
METHOD 4

Does the District meet the requirements of Method 4? (Focused outreach and publications)?
☑ Yes
☐ No

Please provide an explanation and evidence of meeting this Multiple Method, #4.

(1) Focused outreach and publications; (2) conducts surveys of campus climate on a regular basis, and implements concrete measures that utilize the information drawn from the surveys; (3) provides cultural awareness training to members of the campus community; (4) audits and maintains updated job descriptions; (5) publications and website convey its diversity and commitment to EEO; (6) Mission statement conveys commitment to diversity and inclusion, and recognition that a diverse and inclusive workforce promotes its educational goals and values.) Section 53024.1 a-k

(1) Focused outreach and publications

The District advertises widely for all recruitments. Open positions are posted to the District’s website and diverse websites and publications and also an email is sent internally. A few examples are ccccregistry.org; CalJobs.ca.gov; DiverseEducation.com; ChronicleVitae.com; ACCCA.org; InsideHigherEd.com; sfbay.craigslist.org; Indeed.com; CASBO.org; NACUBO.org; OpportunityKnocks.org; Philanthropy.com; Idealist.org; bridgespan.org; edjoin.org; LatinosinHigherEd.com; AsiansinHigherEd.com; Blacksinhighered.com; HispanicsinHigherEd.com; WomenAndHigherEd; LGBTinHigherEd.com; NativeAmericansinHigherEd.com. The district works with an advertising agency that provides guidance on places to advertise.

Ohlone participates in one of the two annual Community Colleges of California (CCC) Registry Diversity job fairs. Ohlone’s Division Deans, faculty and HR staff attend the fair. The job fair focuses on full-time faculty positions; however, other employment opportunities can be included.

In addition to this annual fair, Ohlone participates in local diversity job fairs including Ohlone’s Career Center Job Fairs. This fair has been well attended by community members and job seekers from the surrounding neighborhood.

In the past, Ohlone has conducted hiring-oriented “Open Houses” where candidates are able to meet with Division Deans and learn more about adjunct opportunities and full-time positions. This event casts a wide net and attracts a very diverse group of interested candidates. Due to the COVID-19 pandemic, this open house was not held in 2020 or 2021. Due to declining enrollment the need to hire adjuncts was significantly reduced.

HR continues to host the annual workshop each year called “Adjunct to Full-Time.” This workshop is well attended with an average of 65 attendees at each session. The workshop covers each phase of the recruitment process and provides samples of resumes and writing samples so that candidates will know what to expect during the hiring process. Newly hired tenure-track faculty participate on a panel to answer questions about their experience with the recruitment and hiring process. Faculty leaders discuss their experiences at Ohlone and encourage candidates to reach out to them if they have questions. Historically, 72% of Ohlone’s full-time faculty hires come from its adjunct ranks. This workshop was conducted virtually for 2021.
The District conducts surveys of campus climate on a regular basis, and implements concrete measures that utilize the information drawn from the surveys.

Ohlone conducts a campus climate survey every two years. The results of the current surveys can be found here:
- 2019 Student Survey
- 2019 Faculty Climate Survey
- 2019 Staff Climate Survey

The responses to the climate surveys are reviewed by the college’s executive committee and shared through the shared governance process. For example, the College Council, the district’s main governance body reviewed the most recent surveys and used the responses as one source of input into the Strengths, Weaknesses, Opportunities and Threats (SWOT) analysis that helped inform the new 2020-25 strategic plan.

This year a special climate survey specific to Diversity, Equity, Inclusion was conducted for staff and faculty. An in-depth analysis is in progress and will be included in the report on DEI-IP progress.

The district provides cultural awareness training to members of the campus community.

In the 2021-21 academic year, Ohlone employees engaged in a wide variety of cultural awareness symposiums, workshops, events, seminars, and other engagement. One of the questions asked in the diversity survey referred to earlier in this document, was “During the past year, have you participated diversity training or workshop”? 86.82% of 157 respondents indicated that they have participated in diversity trainings and/or workshop. This high level of participation is encouraging; however, participation may have increased for other reasons that the college should analyze. For example, 100% of trainings and workshops offered this past year was done via zoom. In addition, the “Call to Action” and the Vision for Success DEI Task Force strategies discussions could be a major factor in getting employees engaged at a deeper level in examining implicit biases and systemic barriers to student and employee success.

The district has audited and/or maintains updated job descriptions and/or job announcements.

The District maintains updated and accurate job descriptions. Each time a vacancy occurs, the District uses that opportunity to review the job description and make changes if necessary. The District works closely with the respective unions when making changes to job descriptions and regularly brings the new or revised job descriptions to the Board for approval.

Currently all job announcements for positions list the following as a minimum requirement: Commitment to community college goals/objectives of providing quality programs and services for culturally, socio-economically, ethnically, and academically diverse students and students with disabilities; personal qualities to work effectively and with sensitivity in a multicultural environment; awareness of and commitment to the needs of non-traditional and/or re-entry students with diverse abilities and interests.

The District has just completed a full and comprehensive compensation and classification study. The results of the study are currently being negotiated with the respective unions and will be brought before the Board of Trustees after the unions have ratified.

All new job descriptions now include the following diversity, equity and inclusion requirements under job duties:
1. Demonstrate sensitivity to and respect for the diverse academic, socioeconomic, cultural, disability and ethnic backgrounds of the District’s students, faculty, staff, and community;

2. Effectively engage and support historically minoritized groups by addressing issues of equity and improving culturally responsive service-oriented practices.

Additionally, under the minimum qualifications for all job descriptions, the following is required:

*Must have evidence of responsiveness to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college employees and students, as these factors relate to the need for equity-minded practices.*

(5) The district’s mission statement conveys its commitment to diversity and inclusion, and recognition that a diverse and inclusive workforce promotes its educational goals and values.

Ohlone is overt in its promotion and belief in its commitment to diversity and inclusion, and recognition that a diverse and inclusive workforce promotes its educational goals and values. This belief emanates from Ohlone’s vision; mission and values as well as its strategic goals. [https://www.ohlone.edu/planning/goalsobjectives](https://www.ohlone.edu/planning/goalsobjectives)

Last spring the District adopted a tag line that is posted around campus, “Unity in Diversity”. There are large banners hanging around campus that has attracted comments from the community. One community member took the time to write the Superintendent/President stating “The slogan “Unity in Diversity” on the marquee on Mission Blvd. at the entrance of the campus caught my attention as I was walking by. It resonated with me…. I absolutely believe in the oneness of mankind, and I am encouraged to see this displayed so boldly … thank you… “

Ohlone’s Mission statement is as follow:

Ohlone College offers high quality educational and career pathways and personal enrichment courses to serve the diverse needs of all students and the community. Ohlone provides excellent instruction and support services; awards associate degrees and certificates; and promotes university transfer in an inclusive, equitable, and multicultural environment where student learning and achievement are paramount. Ohlone fosters innovation, encourages student expression, and promotes ethical behavior and global citizenship.

Excerpt of one of Ohlone’s stated values: Diversity and Inclusion: In the spirit of social justice and equity, we strive to intentionally and purposefully support students and employees from diverse backgrounds, socio-economic groups, ages, abilities, and intersectional identities to reduce barriers in order to allow for greater opportunity to explore their interests and to maximize their ability to define and fulfill their higher education goals and career aspirations.

*The District complies with Method 4 and is therefore in full compliance with 53024.1 (d) (f) (i) (k).*

**METHOD 5**

(Methods 5 and 6 focus on the hiring process)

Does the District meet Method #5 (Procedures for addressing diversity throughout hiring steps and levels)?

☑ Yes
Please provide an explanation and evidence of meeting this Multiple Method, #5.
(1) The district conducts exit interviews; (2) Timely and thoroughly investigates complaints; (3) Applicants are required to demonstrate sensitivity and understanding of the diverse community we serve; (4) The district gathers information from applicants who decline job offers.

**Exit Interviews**

Human Resources conducts exit interviews with all employees who resign or retire from the district, maintains a database of exit interviews and analyzes the data to determine if certain patterns exist. That information is reviewed with the respective Vice President of the division.

**Integration with DEI/IP: Strategy D: Tier 1 Activity:** Districts and colleges to collect data from “those” exit interviews to inform strategies for improving retention, AND **Tier 1 Activity:** Chancellor’s Office and ACHRO to develop model language for exit interviews to assess perspectives on how the prevailing culture impacts diversity, attitudes towards diverse student and employee groups, awareness and success of diversity programs, likelihood of recommending districts to diverse job applicants, impact of current level of diversity on decision to leave.

The Integration plan asks that the Chancellor’s Office and ACHRO to develop model language for exit interviews etc., but this has not been done as yet. Therefore, Ohlone is developing its own language for exit interviews to assess perspectives on how the prevailing culture impacts diversity, attitudes towards diverse student and employee groups, awareness and success of diversity programs, likelihood of recommending districts to diverse job applicants, impact of current level of diversity on decision to leave. To that end, the District has revised its exit interview form and has begun to collect data. *(Attachment B – Draft of Exit Interview form).*

As in past analysis, a review of exit interviews over 2020-21 indicates that managers continue to need more training on assisting new employees to integrate within their departments as well as within the organization. The duty to orient a new employee to the district rest mostly on the part of the supervisor. The HR department is able to provide a general overview of the college, but the real connection has to happen with the employee and his/her supervisor. Additionally, supervisors need assistance with setting job expectations and evaluating their employees. Finally, it should be noted that Ohlone’s attrition rate on average is approximately 3 – 7% with the higher number correlating with retirements.

In order to assist managers, the HR department facilitates a monthly “nuts and bolts” training/luncheon to assist managers with strengthening their management skills. The training began in summer 2019. Attendance decreased significantly when the district went to shelter-in-place in March 2020. The hope is that once the district returns on campus, attendance will increase.

**Integration with DEI/IP: Strategy B: Tier 1 Activity:** HR and respective committees to establish first-year experience support structures for employees.

To be more proactive, the district hired Sandy Bennett, in a newly created position as Manager, Professional Development, Onboarding and Employee Engagement. Among other duties, Ms. Bennett will be creating programs to
assist all new employees to assimilate in the new environment. She has already begun plans to create a mentoring program for all managers and a buddy program for classified employees.

Every year, the district celebrates employees service milestones. It should be noted that employees of the district stay 10 years or more making Ohlone a place for their career.

<table>
<thead>
<tr>
<th>YEAR</th>
<th>TOTAL AWARDS</th>
<th>10 YRS +</th>
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<td>2020</td>
<td>63</td>
<td>41</td>
</tr>
<tr>
<td>2021</td>
<td>54</td>
<td>32</td>
</tr>
</tbody>
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(2). The district timely and thoroughly investigates all complaints filed under this chapter, and all harassment and discrimination complaints under subchapter 5 (commencing with section 59300)

The Vice President of HR (VPHR) is the District-designated Complaint Officer and Title IX Coordinator. All complaints involving discrimination, harassment or other related concerns are processed through HR in accordance with Administrative Procedure 3435: Procedures for Handling Complaints of Unlawful Discrimination. If the complaint is of a nature that requires more resources, the VPHR engages independent investigators or the District’s lawyer to assist with the investigation. If a violation is found, appropriate corrective action is taken as appropriate. HR works closely with Division Deans, the Vice President of Academic Affairs, Vice President of Student Services and, if necessary, the Police Chief to gather information and makes recommendations for remedies while considering all aspects of the situation/complaint.

On an average, the HR office receives approximately 5-8 complaints per semester from students and staff combined for a variety of reasons ranging from unprofessional conduct to sexual harassment and discrimination. Approximately 98% of those complaints are remedied through the District’s internal processes, such as mediation. Less than 2% go beyond the internal informal or formal internal processes and filed or proceed to external agencies.

Another question from the DEI survey asked about the district’s timeliness in administrative responses to reports of discrimination or bias. 40% of the respondents indicated that they did not know, 8% indicated very dissatisfied, and 44.27% are satisfied, very satisfied or neutral.

This section in the survey revealed many comments that the district should explore with urgency. There are concerns that some constituent groups are held to a higher standard and are terminated for unprofessional conduct, while others are not. In addition, a few comments include statements about women feeling silenced.

Even so, work in this area is continual. It is not enough to conduct training and check the box that the district complies. All employee groups should engage in discussions and learn ways to resolve conflict at the lowest level. The employee groups need to partner with the district to create opportunities for employees to resolve conflicts and get resources to assist them to develop ways of improving the working environment.

This semester (Spring 2021), the Certificated Employer-Employee Relations Committee pulled together a group of employees including classified to engage in initial dialog about this concept. Ohlone can lead the way in creating a safe
and respectful organization, recognizing that conflicts and other discourse will surface; but creating a space for open and honest conversation without repercussion may be a way to mediate these issues before they become more serious and complaints of discrimination or bias are made. At the College Council’s meeting on April 26th, 2021, the group presented a draft document describing the concept, referred to as Counsel for Peaceful Resolution. The group will be working on a draft administrative procedure that will go through the shared governance process. 
https://www.ohlone.edu/sites/default/files/groups/College_Council/cpr_draft.pdf. This process, if implemented, may very well be unique to Ohlone and could lead the way for other community colleges to find ways to resolve issues before they become complaints.

(3) The district's hiring procedures require applicants for all positions to demonstrate sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students in a manner specific to the position.

Procedures for addressing diversity are woven throughout the various stages of the hiring process. Recruitment and Hiring Guidelines

Job announcements are reviewed to ensure that minimum requirements and desired requirements are broad, inclusive, and not restrictive. Applicants for all positions must demonstrate sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students in a manner specific to the position. The interview process includes a question or writing sample that seeks to assess applicants’ understanding of diversity and/or their ability to interact and work with people from varying backgrounds and abilities.

(4) The district attempts to gather information from applicants who decline job offers to find out why, records this information and utilizes it.

Candidates rarely decline job offers once extended by the district. Over the past 3 academic years, only 2 potential employees declined job offers. When this happens, the HR staff contacts the person and to determine if he/she is turning down the job for reasons that the district is able to accommodate. In at least one instance, after pursuing a candidate, HR learned that the person wanted to work at Ohlone but had family obligations that would cause a delay in start date. The person assumed that Ohlone would not be willing to wait. As it turned out, the department was able to adjust the person’s start date.

The District meets the requirements of Method 5 and is therefore in full compliance with 53024.1 (b) (h) (i) (p)

METHOD 6

Does the District meet the requirements of Method 6? (Consistent and ongoing training for hiring committees.)

☐ Yes

☐ No

Please provide an explanation and evidence of meeting this Multiple Method, #6. (1). Consistent and ongoing training for hiring committees; (2). The District provides training for the elimination of bias in hiring and employment; complies with AB 1825.) and includes all forms of harassment and discrimination in the training.
1. Consistent and ongoing training for hiring committees;

The District has adopted and follows Recruitment and Hiring Guidelines that requires ongoing training for screening committees. The guidelines are comprehensive and provide details and guidance for each step in the recruitment process, including planning and approval process for positions, roles and responsibilities for screening committees, timelines, committee make-up, advertising, and training.

The Recruitment and Hiring Guidelines note the requirement that all members of the screening committees be formally trained at least every three years. The training is mandatory. Individuals who have not participated in the formal training are not permitted to serve on hiring committees.

The District hires Laura Schulkind of the law firm Liebert Cassidy Whitmore to conduct formal training in the elimination of bias in hiring practices once per year. Ms. Schulkind has been involved at the state level for many years and was instrumental in the changes to Title 5 in regards to Equal Employment Opportunity. She serves on the Chancellor’s Office EEO Advisory Committee. The training is comprehensive and is 3 hours in duration. Although faculty, staff and administrators are only required to attend the training every three years, many participate annually.

In order to be able to accommodate faculty members, the training is offered the week prior to the start of each spring term, during Learning College Week. The workshop is entitled “Hiring the Best while Developing Diversity in the Workforce: Legal Requirements and Best Practices for Screening Committees.”

In addition to formal training, once a screening committee is convened, they must complete an on-line training prior to attending a mandatory orientation. See: Screening Committee Training. At their orientation meeting, members discuss elements of the training focused on diversity and inclusion and the application of what they learned to each phase of the hiring process.

The hiring process includes several methods for the screening committee to evaluate applicants’ cultural competence and this is continually evaluated for effectiveness. Currently, screening committees design questions that are actual scenarios where applicants have to demonstrate how they would handle themselves in various cross-cultural situations. All final interviews include a discussion about the final candidates’ views on serving the diverse population of community college students.

The Recruitment and Hiring guidelines are currently being reviewed to ensure alignment with the District’s DEI goals and strategies.

(2) The District provides training for the elimination of bias in hiring and employment; complies with AB 1825, and includes all forms of harassment and discrimination in the training.

Finally, as mentioned in Method 7 below, Ohlone fully complies with the requirements of AB 1825 by providing training on the prevention of sexual harassment every two years for the entire management team. The training includes instruction on the prevention of all types of discrimination and harassment in the workplace. In addition, the district has expanded sexual harassment training to all employees in order to comply with Senate Bill (SB) 1343 that requires all employers to provide 2 hours of interactive sexual harassment prevention training to supervisory employees, and at least one hour of interactive sexual harassment training to nonsupervisory employees by January 1, 2020. The district is up-to-date with this requirement and continues to provide this training to all new employees during their on-boarding process.
METHOD 7
(Methods 7 and 8 focus on Post-Hiring)

Does the District meet the requirements of Method 7? (Professional Development focused on diversity).
☑ Yes
☐ No

Please provide an explanation and evidence of meeting this Multiple Method, #7?

1. Professional development focused on diversity
2. The District maintains a variety of programs to support newly-hired employees such as mentoring, professional development and leadership opportunities
3. The District timely complies with the requirements of Government Code Section 12950.1 (AB 1825) and includes all forms of harassment and discrimination in the training
4. District staff members serve as resources, consultants, mentors and/or leaders to colleagues at other districts in the areas of EEO and diversity enhancement.

(1). Professional development focused on diversity

The District has several committees with components focused on professional development for all employee groups: Classified Professional Development Committee (CPDC) Faculty Professional Development Committee (FPDC) and Managers and Confidential Professional Development Committee.

Employee participation/attendance in events, trainings or workshops are recorded and logged in a database. Examples of some of the workshops, seminars and conferences employees participated in during 2020-21 that are specifically focused on diversity are listed below:

August
Making Equity the Ohlone Way
Black Minds Matter by Dr Luke Wood

September
Chats en Espanol…Nabeel Atique
Peaceful Protest Discussion
People, Place and Power…Threat Perception and Preferences

October:
Colegas: Latinx Webinar Series
Latinx in STEM
Chats en Espanol…Nabeel Atique
Peaceful Protest Discussion
Equal Employment Opportunity Fund Multiple Method Allocation Model Certification Form, Fiscal Year 2020-21
Draft/First Reading Board of Trustees May 2021

People, Place and Power…Urban/Modern: Imitation and Rivalry at the Russia-China Border

Undocumented Student Support Week events: Oct 19-23
Sexual Harassment Training for ASOC and Student Services
52 Letters by Regina Evans

**November:**
Beloved-An Insistence, a community service project
Abolitionist Panel Discussion
Lead to Life Project by Bronte Velez
They Call Me Q by Qurrat Kadwani
For the Deaf Community, Ohlone is Not Just Another Community College by Thomas Holcomb
Crooked Arrows Presentation by Neal Powless
STEM Diversity Speaker Panel
Chats en Espanol…Nabeel Atique
EEO Hiring the Best Training for DDAS
Title IX Training for DDAS
ADA Requirements for DDAS
People, Place and Power: Apartheid Remains-Race, Space, Life and Struggle

**December**
People, Place, and Power: Revolution of the Soundwaves in Afghanistan
Too Much Woman For This World…Kyrishi Wigginton and Dr. Ayodele Nzinga
Franklin Covey: Unconscious Bias

**January**
Dr. Bertice Berry Presentation
Dr. Joy DeGruy Presentation
Safe Zone Training
Master Teacher Panel: Authentic Assessment. This workshop provided faculty with training and examples on using alternative assessment tools that enable students to highlight their knowledge and understanding through a growth mindset and emphasizes project-based work to demonstrate learning.

**February**
People, Place and Power

Movement for Liberation

HERStory: Black Women in US American History by Janice Jones

STEM: The African-American Journey

**March**

Forum on Race and the Law by Liebert Cassidy

EEO Hiring the Best

Women in STEM Mentoring Summit

Allyson Tintiangco Cubales presentation: Ethnic Studies Pedagogies

Choose to Challenge, Panel on Women in STEAM (Science, Technology, Engineering, Arts & Mathematics).

AAPI Solidarity Healing Circle

People, Place and Power speaker-Taylor Levy, JD. Working on the border with refugees and asylum seekers and immigration law.

**April**

Multicultural Women’s Leadership Training

Intrusion by Qurrat Kadwani

Embrace: AAPI Solidarity

Cesar Chavez Celebration

CCC LGBTQ+ Summit

Women in Law Enforcement Symposium

Gender Sex Fair

Black Deaf and Proud – April 6th

Faculty Cohorts in Equity Series:
  - Developing an Equity Minded Syllabus
  - Transformative Pedagogy: Teaching the Material and the Student

The EEO funds received from the State Chancellor’s office greatly supports Ohlone’s ability to organize these workshops/events.

Several faculty lead a number of impactful projects, workshops, speaker series, symposiums, fairs and expositions. A few are listed below:
People, Place, and Power Speaker Series has brought a number of thought-provoking speakers and topics to Ohlone. A description of the program and its founders is found on their website.

The speaker series called, *People, Place, and Power* brings together the diverse perspectives of Bay Area academics, practitioners, activists, and community stakeholders—exploring emerging issues across the social sciences. The co-collaborators of the project are Assistant Professor of political science, Katherine E. Michel, Ph.D. and Associate Professor of geography, Adam Levy Ph.D. (https://www.ohlone.edu/socialsciences/events)

“Under the intentionally wide umbrella of “people, place, and power,” our aim is to bring together diverse perspectives that consider a breadth of contemporary topics. As two academics with many years of colloquia experience in our respective fields, we hope to introduce Ohlone stakeholders to excellent, groundbreaking, motivating speakers. Bringing such scholars to our community college will challenge and expand students’ analytical perspectives about people and their powers to make and manage places like the Tri-Cities today.

Lytton Center for Public Good: https://www.ohlone.edu/lyttoncenter is a platform directed by three faculty members: Dr. Kyle Livie, Professor of History at Ohlone College; Dr. Heather Jane McCarty Professor of History and Gender and Women’s Studies at Ohlone College and Dr. Katherine Michel an Assistant Professor of Political Science The Center’s mission is:

The Lytton Center considers ways that the study of the past can help shape the present and future; our mission is to inspire the Ohlone community to work for the public good through programming focused on access, equity, inclusion, justice, and service. The Lytton Center explores challenges facing our community and the world—past, present, and future—and fosters big ideas that will inspire and transform Ohlone and the larger community for the better. Through training, programming, and capacity building, the Lytton Center empowers students to advocate for a just and equitable world.

The Lytton Center continues to lead the way in bringing many incredible presenters, programming that are inspiring, thought-provoking to the college community.

The annual Gender Sex Fair made possible by the Communication Studies, History, and Gender and Women’s Studies students of COMM 118, HIST 116, and WS 108, in partnership with STEP Up Ohlone, ODIAC, and the Lytton Center for Public Good

The Gender Sex Fair is yet another example of the innovation and commitment from our faculty. The Gender Sex Fair an empowering, interactive, and transformative campus event that is a culmination of a semester long student project. This event is inspired by Communication Activism pedagogy, and seeks to equip and inspire students to be community advocates and invest in social justice activism. The event showcases student research, knowledge, and application of course concepts and theories while exploring, examining, and interrogating social, cultural, and political elements related to gender and sex. The event takes place in the month of April since April is Sexual Assault Awareness Month.

The College has brought together a variety of workshops, symposiums, seminars, and other interactive opportunities to build cultural capacity and awareness. It is impossible to list and describe all that the college has engaged in this year. The attached, PowerPoint captures just a few of the images or flyers advertising this years’ events. (Attachment C – Events in Pictures).

(2) The District maintains a variety of programs to support newly-hired employees such as mentoring, professional development and leadership opportunities;
The District has formal mentoring programs for faculty and administrators. New faculty and administrators are assigned a mentor for the first year of their employment. Both faculty and administrators have reported that the programs help to integrate them and speed up the socialization process. This mentorship program needs to be reviewed to ensure its effectiveness.

New classified employees participate in a daylong orientation process called “Orientation: The Sequel.” Members from key departments take turns in presenting information about their particular departments. The day is spent meeting with District employees and getting information on payroll, benefits, the employee health and wellness, professional development, the library, etc. In addition, the VPHR, discusses customer service expectation, employee evaluation process, leaves and other pertinent information.

New adjunct faculty participate in an “Informational Fair” specially designed to provide them with information about the District and services offered by various departments. Adjuncts receive professional development credit for attending.

3. The District timely complies with the requirements of Government Code Section 12950.1 (AB 1825) and includes all forms of harassment and discrimination in the training;

Finally, Ohlone fully complies with the requirements of AB 1825 by providing training on the prevention of sexual harassment, every two years for the entire management team. The training includes instruction on the prevention of all types of discrimination and harassment in the workplace.

4. District staff members serve as resources, consultants, mentors and/or leaders to colleagues at other districts in the areas of EEO and diversity enhancement.

Some employees are members of statewide organizations with a strong focus on diversity such as Asian Pacific Americans in Higher Education (APAHE) and the Association for Chief Human Resources Officers. Involvement in these associations allow for networking, supporting, and collaborating with other community college districts. Administrators who attend workshops off-site are required to provide a presentation of their learning to the management group upon their return.

The District meets the requirements of Method 7 and is therefore in full compliance with Title 5, Section 53024.1 (e), (i) and (m).

METHOD 8

Does the District meet the requirements of Method 8? Diversity included in criteria for employee evaluation and tenure review.

☑ Yes
☐ No

Please provide an explanation and evidence of meeting this Multiple Method, #8? (1) Diversity included in criteria for employee evaluation and tenure review; (2) Conduct exit interviews with employees who voluntary leave the district, maintains a data base of exit interviews, analyzes for patterns, implements measures to utilize the information and (3) the district conducts longitudinal analysis of various employment events by monitored group status such as hiring, promotion, retention, voluntary resignations, terminations and discipline.) Section 53024.1 b and q.
Before being hired all employees, have to demonstrate their understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college students.

The United Faculty of Ohlone (UFO) have in their bargaining agreement the following examples of their expected professional duties that incorporate diversity:

18.7.2.1. Working with Students: (a) Challenging students and setting high expectations, while addressing the diversity of human qualities and learning styles … (c) Demonstrating sensitivity in working with students, across all aspects of diversity.

Since these are included in the duties for faculty, their supervisors include a review of this important competency during the evaluation process.

The District has updated the evaluation forms for unrepresented employees to include a section where each employee has to reflect on their goals for embracing diversity and how they have used and a description of at least two trainings they attended during the evaluation period.

The District has a Code of Ethics [Institutional Code of Ethics](#) for all employees and all employees are expected to abide by the standards. Some notable ones are:

- Embracing and supporting the District’s mission, vision, and values.
- Following all applicable laws, regulations, Board Policies, and Administrative Procedures.
- Cultivating and sustaining high academic and professional standards.
- Maintaining a working and learning environment free from harassment, discrimination, and retaliatory conduct.
- Demonstrating commitment to equal opportunity in employment and in educational programs and services.
- Maintaining the confidentiality of information about students, staff, and candidates for employment obtained in the course of District employment.

Notably, the District’s value statement highlights inclusiveness as a value, noting: “We actively reach out to and support students and employees from various backgrounds, socio-economic groups, ages, and abilities to explore their interests in order to define and fulfill their goals. We strive for a diverse workforce that honors and upholds the contributions of all.”

(2) **Conduct exit interviews with employees who voluntarily leave the district, maintains a data base of exit interviews, analyzes for patterns, impacting particular monitored groups and implements concrete measures that utilize this information.**

*This is covered in Method 5*

(3) **The district conducts longitudinal analysis of various employment events by monitored group status such as: hiring, promotion, retention, voluntary resignation, termination, and discipline.**

As stated in Method 3, the HR department conducts annual analysis of various employment events by monitored group status such as hiring, promotion, retention, voluntary resignation, termination, and discipline. The data is reviewed
annually by the ODIAC committee and included in the EEO Plan. The Plan specifies particular remedies should particular patterns exists or a particular group is adversely impacted.

_The District meets Method 8 and therefore the requirements of Title 5, Section 53024 (b) and (q)._

**METHOD 9**
(Focus on growing your own programs)

Does the District meet the requirements of Method 9? Grow Your Own Programs

☑ Yes
☐ No

Please provide an explanation and evidence of meeting this Multiple Method, #9 (Grow your own; The district maintains a variety of programs to support newly-hired and current employees such as mentoring, professional development and leadership opportunities.) Section 53024.1e

1). _Grow your own; the district maintains a variety of programs to support newly-hired and current employees such as mentoring, professional development and leadership opportunities._

The District has a very robust professional development program for its new and current employees to assist them in achieving their professional goals. Funding for professional development come from a variety of difference sources beyond general fund. Examples of other sources: Ohlone College Foundation, Student Equity and Achievement, EEO funds, and other similar grants.

The District recently hired a full-time management employee, Sandy Bennett, to focus on professional development, onboarding and employee engagement. This is a critical position as the role is specifically in place to focus on the district’s culture and feel, getting employees properly onboarded and socialized in the organization. Ms. Bennett is in the process of establishing a plan to build this new department and has already begun working with the Human Resources Director to create formal mentoring programs for managers. The work is being done with a focus on diversity, equity and inclusion at every step.

Sandy has been a champion for professional development for many years. She is the founder of the Classified Leadership Academy, now named after former President Browning. Sandy brought the Franklin Covey – _Speed of Trust_ to the college and has led bi-weekly trust huddles. A group of employees meet every other Friday for 15 minutes to review one of 13 foundation behaviors that contributes to developing trust. The group is made up of faculty, administrators and classified staff.

Here is a sample practice sent out to the group to prepare for a session:

- *In the context of your daily work, where might you be using counterfeit behavior as it relates to DEMONSTRATE RESPECT?*
- *In the context of your daily work, what is your commitment for DEMONSTRATING RESPECT in the coming week?*

The District encourages employees to continue their education and professional development by offering a variety of programs. Some are listed below:
Enrollment Fee Waiver:
Ohlone has an enrollment fee waiver for all employees and their families. Participation in this program has steadily increased since its adoption. Employees and their dependents can enroll and take Ohlone courses and have their enrollment fees waived.

Tuition Reimbursement:
Classified employees and managers are eligible for tuition reimbursement for cost of courses taken at an accredited institution. The employee is reimbursed for up to five (5) units at the maximum rate of the current California Community College resident rate per unit, per semester.

Conferences and workshops:
Full-time employees are eligible for $450.00 per year to attend conferences or workshops of their choice. Part-time employees are eligible for $250.00.

Leave of Absence for retraining and/or furthering education:
Classified employees and managers are eligible to take a leave of absence and receive 50% of their pay for the pursuit of general study, furthering their education, upgrading of their job skills, or retraining to keep up with technological or other changes applicable to their positions. The leave is for a total of one year and could be taken in 6-month increments.

Professional Development Program:
Classified employees have the opportunity to apply for certain temporary assignments such as filling in for vacancies, serving as a short-term or as a substitute for employees on leave and other special projects as part of a professional development program. The district determines which positions or projects are eligible for the program and advertises internally to all employees. Participation in the PDP are for employees seeking an opportunity to learn new skills and gain experience in another job classification. The assignments could last six or more months. Since this program started in 2015, 52 classified employees have participated and more than half successfully participated in open recruitments for the positions and were promoted. The program is a key contributor to the high rate of promotions at the college.

Sabbatical Leave:
Full-time faculty are eligible for sabbatical leave after six (6) consecutive years of full-time professional service. The objective of the sabbatical leave is professional improvement of the employee, which will benefit the College, the instructional program and specifically, the students of the College. A minimum funding for at least two sabbatical leaves is included in the District’s budget each year. Pay for full-time faculty on sabbatical leave is 70 percent for a school year or 100 percent for one semester.

Academic Leave:
Full-time faculty are eligible for academic leave for the purpose of academic study or work experience related to their area of instruction for a period of one or two semesters. Faculty can bank instructional units to remain in paid status for a portion of this leave.

Classified employees fill-in for vacation management positions:
Classified employees have filled in as interim managers when a vacancy occurs or a manager is on leave. Over the years, classified employees have served in the following management roles: Director of Information
Technology, Supervisor of Admissions and Records, Director of Facilities, Director of International Programs, as examples. In January 2021, four classified employees were promoted to interim management positions.

**Presidential Leadership opportunities:**
The Superintendent/President has kept up with the previous President’s commitment to continuous professional development. He continues to encourage employees to enroll in certificate programs and other leadership development opportunities. A couple of notable ones are listed below:

- **E-Cornell Diversity and Inclusion Leadership Certificate.** Three administrators are participating in this program currently. Relevant courses are: Improving Engagement, Counteracting Unconscious Bias; Diversity and Inclusion at Work and Fostering an Inclusive Climate.
- **Women’s Negotiations and Leadership Program.** 16 female employees applied for and were accepted into a prestigious program facilitated by Dr. Yasim Davidds [https://dryasminstitute.com/](https://dryasminstitute.com/). Courses taught: (1) Negotiating with Power and Grace; (2) Negotiating with Difficult People; and (3) Negotiating for Leadership Success.

Employees are encouraged to apply for and participate in statewide leadership and mentoring programs to further their career goals, such as: Chief Information Systems Officers Association (CISOA), Great Deans program by ACCCA, Asilomar Women’s Leadership conference, and ACCCA’s Admin 101 are some of the programs offered to employees annually.

**Promotions:**
Since July 1, 2017, fifty-six (56) employees have been promoted to higher-level positions within the district. Employees who have been promoted have to undergo and complete in an open recruitment processes alongside external employee.

**Faculty in leadership roles:**
Full-time faculty take on leadership roles as part of their responsibilities. In these assignments, such as co-chairing the College Council, Budget Committee, Professional Development, Technology, Facilities and Sustainability, Distance Education, Student Equity Workgroup, Curriculum, Guided Pathways, Faculty Prioritization, Academic Appeals, Sabbaticals and ODIAC, provide opportunities for faculty and administrators to work together and learn from each other as well as expand their skillsets. In addition, faculty serve as directors of certain allied health programs such as nursing, respiratory therapy, physical therapy.

**Career Counseling:**
The District’s Tri-City Career Center [https://www.ohlone.edu/careercenter](https://www.ohlone.edu/careercenter) provides career counseling to the community and students and they avail their services to all Ohlone’s employees.

**Learning Management Systems:**
Vision Resource Center: The California Community College Chancellor’s office launched a learning management system that is available to all California Community Colleges’ employees that can be accessed through the Vision Resource Center. The portal is dedicated to providing support needed to meet the goals and commitments of the Vision for Success through the Guided Pathways framework by offering unlimited access to [Linkedin Learning](https://www.linkedin.com) (with Lynda.com) and [Skillsoft](https://www.skillsoft.com) at no cost.

**Keenan Safe Colleges**
Employees have unlimited access to courses offered through Keenan Safe Colleges LMS. The majority of the courses are compliance related.

**Franklin Covey portal**
The district has collaborated with Franklin Covey to give access to 50 employees to the Franklin Covey suite of course. Courses such *Leading with the Speed of Trust, 7 Habits of Highly Effective Leaders* are examples of the courses offered.

**Dr. Gari Browning Classified Leadership Academy:**
Classified employees leadership academy [https://www.ohlone.edu/professional-development/professional-development-events-and-workshops](https://www.ohlone.edu/professional-development/professional-development-events-and-workshops) was started by a classified employee, Sandy Bennett in fall 2017. Since its inception, 35 classified employees participated and graduated from the program. The program is 15 weeks long with employees attending during their lunch period. Learning outcomes for this annual academy include creating a program or a service that can benefit Ohlone College and the Fremont and Newark communities.

**Mentorship:**
Full-time faculty have an established mentorship program. As mentioned above, the newly hired Professional Development, Employee Onboarding and Engagement and the Human Resources Director will be launching a formal mentorship program of managers. Plans are underway for a “buddy” program for classified employees.

*The District meets the requirements of Method 9, therefore complies with Title 5, Section 53024.1(e)*

**Attachment A:** Names of committee members and list of EEO Trainings for 2020-21.
**Attachment B:** Draft of Exit Interview form
**Attachment C:** Events in Pictures
The District decided to set goals for improvement prior to the Chancellor’s office publishing the DEI Implementation Plan. This was a way to make incremental changes and progress towards improvement. Last year the district set the following goals:

1. Review the membership of the ODIAC committee to ensure a broad representation of the college’s constituent groups. *(Method #1)*
2. Schedule and conduct training for the Board of Trustees by June 2020. The workshop will focus on the elimination of bias in hiring and employment as is required. *(Method #2)*
3. Develop a mentorship program for classified employees. *(Method #9)*

**REPORT ON GOALS SET FOR 2020-21**

1. **Review the membership of the ODIAC committee to ensure a broad representation of the college’s constituent groups.** *(Method #1)*

   When the founding faculty of ODIAC stepped down, a new faculty member became the co-chair of ODIAC. Since the majority of ODIAC members had served for 5 years, several decided to step down and seek other opportunities therefore a general call for membership was made. *(Attachment A).* As a result, a new committee was formed. Membership is made up of 7 faculty; 5 administrators; 5 classified and 0 students. The committee focused on training for the fall 2020 and Spring 2021 year. The training will continue and the committee will focus on ensuring DEI goals are embedded in all EEO work. This includes clarifying the committee’s objectives and goals, rebranding the committee on campus to create an inclusive, equitable and embracing institution.

2. **Schedule and conduct training for the Board of Trustees by June 2020. The workshop will focus on the elimination of bias in hiring and employment as is required.** *(Method #2)*

   The Board of Trustees participated in a workshop in May 2020 entitled “Board Training – Elimination of Bias in Hiring and Employment,” [https://www.ohlone.edu/sites/default/files/groups/Board_of_Trustees/00a-052720workshopagenda.pdf](https://www.ohlone.edu/sites/default/files/groups/Board_of_Trustees/00a-052720workshopagenda.pdf)

3. **Develop a mentorship program for classified employees – by Fall 2020** *(Method #9)*

   The hiring of a new Manager of Professional Development, Onboarding and Employee Engagement is in the process of developing a mentorship program for employees. This goal should be included in new goals for 2021-22.
<table>
<thead>
<tr>
<th>Task</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Discuss and present the sections of 9-Multiple Methods to EEO committee on March 19</td>
<td>Completed</td>
</tr>
<tr>
<td>Send initial draft to TM/GM by April 2 and second draft by April 11</td>
<td>Completed</td>
</tr>
<tr>
<td>Send draft to EEO committee and ask for comments by April 16</td>
<td>Completed</td>
</tr>
<tr>
<td>College Council first reading – April 26</td>
<td></td>
</tr>
<tr>
<td>EEO review at meeting at April 27 - EEO Committee meeting</td>
<td></td>
</tr>
<tr>
<td>Faculty Senate for information on May 5th</td>
<td></td>
</tr>
<tr>
<td>SEA Committee on May 7th</td>
<td></td>
</tr>
<tr>
<td>College Council on May 10th for endorsement</td>
<td></td>
</tr>
<tr>
<td>Board of Trustees – May 12 (SZ)</td>
<td></td>
</tr>
<tr>
<td>Board for final reading on June 9 (SZ)</td>
<td></td>
</tr>
</tbody>
</table>

Draft as of 4.29.21
ACTIVE EEO Fall 2020- Spring 2021 Committee List

 Classified Members
Jackie Dumont
Leticia Perez
Shawn Domingo
Alexandria Eoff
Delphyne Rollins

 Management
Shairon Zingsheim (co-chair)
Sandy Bennett
Dr. Ghada Al-Masri
Dr. Andree Thomas

 Faculty
Dr. Teresa Massimo (Co-Chair)
Dr. Janice Jones
Jassi Kaur
Dr. Maha Jacobs
Sima Sarvari
Carmen Madden
Katherine Velasco

 Fall 2020-Spring 2021 Committee Meeting Dates
9/25 Agenda- General Information Meeting
10/30 First EEO training workshop with Dr. Lisa Norman
11/20 Second EEO training workshop with Dr. Lisa Norman
12/6 Cancelled to attend the Unconscious Bias Workshop by many committees.
1/29 Third EEO Training workshop with Dr. Lisa Norman
2/26 Agenda- Discussion of EEO goals/Check-in
3/19 Agenda- Multiple Methods Report Form Discussion
4/27 Agenda- Review and discussion of Multiple Methods Report Draft
5/17 Agenda- Final Approval of Multiple Methods Reports and discussion of 21/22 EEO objectives
Thank you for taking the time to complete the Ohlone College Exit Interview form. This information will assist us in collecting data to inform strategies for improving retention; assess perspectives on how Ohlone’s prevailing culture impacts diversity; attitudes towards diverse student and employee groups; awareness and success of diversity programs; likelihood of recommending districts to diverse job applicants; impact of current level of diversity on your decision to leave.

NAME:

JOB TITLE:

DEPARTMENT:

1. WHAT ARE YOUR REASONS FOR LEAVING?

2. WHAT HAS BEEN GOOD/ENJOYABLE/SATISFYING FOR YOU DURING YOUR TIME WITH US?

3. WHAT HAS BEEN FRUSTRATING/DIFFICULT/UPSETTING TO YOU DURING YOUR TIME WITH US?

4. WERE YOU GIVEN ADEQUATE TRAINING TO PERFORM YOUR JOB? HOW WOULD YOU ASSESS THE QUALITY OF THAT TRAINING? WHAT ARE SOME OF THE AREAS FOR IMPROVEMENT?

5. DID YOUR JOB RESPONSIBILITIES AND DEMANDS MATCH YOUR EXPECTATIONS FOR YOUR JOB?

6. HOW HAS OHLONE COLLEGE HELPED ADVANCE YOU AS A PROFESSIONAL AND/OR HELPED YOU SECURE YOUR NEW EMPLOYMENT (IF APPLICABLE)?

7. WHAT CAN YOU SAY ABOUT COMMUNICATIONS WITHIN OHLONE/YOUR DEPARTMENT?

8. WAS THE MANAGEMENT/SUPERVISION A FACTOR IN YOUR LEAVING? IF SO, PLEASE EXPLAIN.

9. DID YOU RECEIVE FEEDBACK FROM YOUR SUPERVISOR?

10. IF YOU COULD TELL YOUR SUPERVISOR ONE THING, WHAT WOULD IT BE?

11. WHAT IMPROVEMENT DO YOU THINK CAN BE MADE TO CUSTOMER SERVICE, INTERACTIONS, AND RELATIONS AT THE DISTRICT?

12. HOW WOULD YOU DESCRIBE THE CULTURE OR “FEEL” OF THE DISTRICT?
13. DO YOU BELIEVE THAT OHLONE EMBRACES DIVERSITY AND INCLUSION? ANY IDEAS FOR IMPROVEMENT?

14. WHILE AT OHLONE, DO YOU BELIEVE YOU EXPERIENCED DISCRIMINATION BASED ON A PROTECTED CLASS OR RETALIATION? IF YES, DID YOU SHARE YOUR CONCERN WITH HR? HOW CAN OHLONE IMPROVE?

15. WAS YOUR DECISION TO LEAVE IMPACTED BY THE COLLEGE’S CURRENT LEVEL OF DIVERSITY?

16. DID YOU HAVE SUFFICIENT FEEDBACK ABOUT YOUR PERFORMANCE BETWEEN PERFORMANCE REVIEW PERIODS?

17. WOULD YOU RECOMMEND OHLONE COLLEGE TO YOUR FAMILY AND FRIENDS?

18. WHAT SUGGESTIONS DO YOU HAVE FOR US TO ATTRACT DIVERSE JOB APPLICANTS?

19. HOW COULD THE HUMAN RESOURCES DEPARTMENT IMPROVE SERVICES FOR EMPLOYEES?

20. WHAT PROMPTED YOU TO SEEK OTHER EMPLOYMENT?

21. WOULD YOU CONSIDER RETURNING TO OHLONE IF A POSITION WERE AVAILABLE IN THE FUTURE?

22. WOULD YOU LIKE TO ADD ANY OTHER INFORMATION THAT YOU THINK WILL ASSIST OHLONE IN RETAINING DIVERSE EMPLOYEES?

23. ON A SCALE OF 1 – 10, with 1 = strongly disagree; 10 = strongly agree, how would you rate your overall experience working at Ohlone:

   1  2  3  4  5  6  7  8  9  10

   Explain (optional): _______________________________________________________

24. MAY WE CONTACT YOU IN THE FUTURE TO SEE HOW YOU ARE DOING IN YOUR NEW JOB, RETIREMENT ETC.? IF YES, PLEASE PROVIDE YOUR CONTACT INFORMATION.

25. WE WOULD LIKE TO SHARE YOUR RESPONSES WITH THE FOLLOWING PERSONS, PLEASE CHECK THE BOX OR BOXES BELOW INDICATING WHO WE CAN SHARE YOUR RESPONSES WITH:

   ☐ Direct Supervisor
Division Vice President
Superintendent/President
Please keep this information confidential

OPTIONAL

WHAT IS YOUR GENDER IDENTITY?

- GENDER QUEER/GENDER NON-CONFORMING
- MAN
- NON-BINARY/GENDER FLUID
- TRANSGENDER
- WOMAN

WHAT IS YOUR SEXUAL ORIENTATION?

- ASEXUAL
- BISEXUAL
- GAY
- LESBIAN
- PANSEXUAL
- QUEER
- STRAIGHT/HETEROSEXUAL

WHAT IS YOUR ETHNICITY? SELECT ALL THAT APPLY

- BLACK/AFRICAN AMERICAN
- EAST ASIAN
  - Chinese
  - Japanese
  - Korean
  - Taiwanese
- FILIPINO
- LATINX
- MIDDLE EASTERN
- NATIVE AMERICAN
- PACIFIC ISLANDER, NATIVE HAWAIIAN
- SOUTH ASIAN
  - Indian
  - Pakistani
  - Nepalese
  - Sri Lankan
DRAFT EXIT INTERVIEW FORM – CONFIDENTIAL
– April 2021
Ohlone Community College District – Human Resources Office

☐ SOUTHEAST ASIAN
   ○ Cambodian
   ○ Vietnamese
   ○ Hmong

☐ OTHER ASIAN

☐ WHITE

HUMAN RESOURCES USE ONLY

SUPERVISOR’S NAME AND TITLE:

DEPARTMENT:

EMPLOYEE TYPE:
Introductory Message from Dr. Bishop

Ohlone College is committed to serving each and every student with equity at the forefront of all that we do and recognize the need for a systematic approach to reviewing how we are working toward this goal. Inspired by the California Community College Chancellor’s Call to Action, we, as an institution, are united in taking a close look at how we can better serve our students through the lens of equity and humanity.

Incidents of racism are not new to our country and have long been dismissed and ignored. Years of racial discrimination, violence, and injustice have tainted a country which claims to provide “liberty and justice for all.” With recent headlines involving the killing of black people by police—the very people meant to protect and serve our communities—we can no longer stand silent as bystanders to racial discrimination.

As an educational institution, we must lead the charge in creating change and teaching the next generation but we must first take every effort to create that very shift within.

Useful Resources

- [Ohlone College Equity Leadership Retreat Report](#) by Dr. Regina Stanback Stroud
- [Making Equity the Ohlone Way](#) by Dr. Frank Harris III & Dr. J. Luke Wood
- [Ohlone College Student Equity Plan 2019-2022, with Budget](#)
A COLLAGE OF WORKSHOPS, SEMINARS AND OTHER ENGAGEMENTS FOCUSED ON DEI

2020-2021

A CALL TO ACTION
THE STORY OF PEACEFUL PROTEST

BLACK LIVES MATTER

NO RACISM
Making Equity the Ohlone Way: From Margin to Center

Presented at the Ohlone College Fall 2020 Flex Day

Drs. Frank Harris III and J. Luke Wood
San Diego State University
Ohlone College

Leadership for Racial Equity

Reimagining, Retooling and
Rebuilding for Structural Change

A Report of the Ohlone College Leadership Retreat
September 4, 2020
A Great Place to Work

In an exercise to practice using Stormboard before the retreat, the team members answered a few fun questions.

- Why is Ohlone College a great place to work?
- If you could change one thing about Ohlone College, what would it be?
- Who or what at Ohlone College most influences you?

The Storm revealed an overwhelming appreciation for the college, its geographical setting, the community it serves and the people who serve. By far, the humanity that Ohlone College encompasses (Students – People – Faculty) was acknowledged in the exercise. The question about a change prompted responses related to the need for increased equity and inclusion with faculty and staff, professional development to keep up with the demands on the job, the need for more and transparent communication and real shared (participatory) governance, changes to address
rces (fiscal, time, etc.) to support DIs
tely Impacted) students

g. including budgeting processes, and
will be transparent and keep students,
DI students, at the center of our

ts of those whose needs aren’t met at
all of their decisions. They make sure
’est link in order to strengthen that

ts are the primary point of
including their academic needs, their
nd well-being.

the why behind the things we decide and plan to do.
g. including budgeting processes, and communication will be transparent
its, and specifically DI students, at the center of our decisions.
p is grounded in equity, then individual people and communities can
om, choice, and empowerment over the course of their lives.
nder to be more literate and match what I believe to truly, honestly
nts and community.
ents
I be provided the best we can be as mentors and educators.

one with equal respect and as you would expect to be treated Pro-active
yard students of color, while trying to avoid the appearance of favoritism
when I take a step back to consider the effects my thoughts, actions and
have on others.
rs as I want to be treated, not as to how I am treated
through my intentional listening with empathy. Not
y own experiences but rather through the lens of
nd me (students, staff, faculty, colleagues)
’l equally for processes
one with equal respect and as you would expect to

but always open to learning.
and/or not speaking up is contributing
s deserve access to a high quality job that provides a living-wage. I try to
rk that moves this idea forward, but I am not intentional enough about this.
vy equity and inclusion stems from my own personal and professional
s and desire to provide safety and a voice for everyone.
as an opportunity
ould be provided the opportunities that meet their particular needs.
rust have an opportunity to succeed
ODIAC (Ohlone Diversity and Inclusion Advisory Committee) invites you to

“Chats en Español”

You are invited to an opportunity to practice Spanish in a conversational group. Everyone is invited regardless of their level – your Spanish proficiency can be nil or expert. With such a diverse group of faculty and staff, this is an opportunity to learn not only about a different language, but also about different cultures.

If you cannot make it for the whole hour, then feel free to drop in for as long as you can!

SEPTEMBER 17

3-4 pm

https://cccconfer.zoom.us/j/97439630341
ODIAC celebrates and recognizes our deaf students, faculty and staff. Join us for a special presentation by our own Dr. Thomas K. Holcomb.

“For the Deaf Community, Ohlone is Not Just Another Community College”

October 13, 2020 – 12:00 – 1:00 PM

https://cccconfer.zoom.us/j/94077954713
Celebrating LatinX History Month

Friday, October 23, 2020
11:30am-12:30pm
FREE Virtual EVENT
Open to the public.

A STEM DIVERSITY SPEAKER PANEL
Cultural Humility

PANELISTS

BIANCA McCARTT
Technical Career Development Leader, Supply Chain Division
GE Aviation

IVELISSE DEL VALLE FIGUEROA
Manager Hardware Engineering, Design Layout Technology & Product Integrity Engineering
Northup Grumman

DENISE SORIA
Water Resource Control Engineer, Water Resources Control Board
State of California

ADOLFO TAVERA
Founder & CEO SVAHEAD

THIS EVENT IS SPONSORED BY:
Society of Women Engineers, Ohlone College Collegiate Interest Group
A’Pi Club, Ohlone College Student Club Promoting Diversity in STEM
FREE WEBINAR
Insurrection at the Capitol
Justice and Reconciliation on our Campuses and in our Nation

• The events of January 6, 2021 rattled the nation to its core as thousands stormed the Capitol in a planned attempt to unturn the results of a democratic election and to siege elected officials. In the wake of this insurrection, the nation’s college and university leaders are contemplating how to respond. The extreme ideologies that led to the insurrection at the capitol are reflective of radicalized ideological and theological perspectives that are evident in larger society and on college campuses. Within this context, this webinar will examine the viewpoints and perspectives that led to the insurrection at the Capitol. The speakers will also offer recommendations for college and university leaders on how to advocate for justice and reconciliation in on our campuses and in our nation.
Mentoring Summit

March 5, 2021
11:30am – 1:30pm, PST

A VIRTUAL EVENT connecting future women engineers, computer scientists and technologists to industry mentors!

IN CELEBRATION OF 2021 International Women's Day, Ohlone College is excited to host our annual mentoring summit with a theme of Take Your Place! The lineup of inspiring speakers and “Mentoring Cofes” provides the opportunity for intentional and impactful mentoring. Learn from speakers as they share how to shape your career and life choices so you can “Take Your Place.”

AT THIS EVENT YOU WILL:

• NETWORK with professional women in engineering, computer science and technology
• MENTOR/GET MENTORED and discuss academic, career decisions and options through Mentoring Cofes
• BENEFIT from a free inspiring book
• ENJOY listening to inspiring speakers on how to “Take Your Place”

KEYNOTE SPEAKER:

Kay Firth-Butterfield
Head of AI & Machine Learning
and Executive Committee Member,
World Economic Forum

SPEAKER PANEL:

Dr. Malsha Gray-Diggs
Senior Director, Talent Acquisition, Twitter

Dr. Jayshree Seth
Corporate Scientist and Chief Science Advocate, 3M

FREE EVENT for community college students and industry professionals

CONTACT AN EVENT HOST FOR MORE DETAILS:
Dr. Rose-Margaret Cheng-Pau, Professor of Engineering, rchengpau@ohlone.edu
or Professor Liz Nelson, Professor of Mathematics, lnelson@ohlone.edu

REGISTER VIA EVENTBRITE
https://tinyurl.com/WE-Mentors1

SPONSORS:
Ohlone College Student Equity & Achievement Initiative
and
Ohlone College Society for Women Engineers (SWEN) Collegiate Interest Group (CIG)
Black History Month

HerStory:
Silenced in the Land of the Free and the Home of the Brave

Lecture & Conversation with Dr. Janice Jones
Professor of History and Childhood Education, Ohlone College

Tuesday, February 16th
2-3 PM
Zoom ID: 93165231404

Dr. Jones will lecture on notable periods in U.S history and share her lived experience as a Black woman.
THE LYTTON CENTER FOR HISTORY AND THE PUBLIC GOOD PRESENTS

IN WHOSE WORDS?:
19TH CENTURY LATINAS,
(AUTO)BIOGRAPHY AND AUTHORITY

DR. MARIA VILLASEÑOR
PROFESSOR OF CHICANX-LATINX STUDIES
CALIFORNIA STATE UNIVERSITY, MONTEREY BAY
LYTTON CENTER SCHOLAR IN RESIDENCE
Why History Matters: How Slavery Helped Develop American Gynecology

Dr. Deirdre Cooper Owens
The Charles and Linda Wilson Professor
in the History of Medicine
and
Director of Humanities in Medicine
University of Nebraska, Lincoln
The OAHBC (Ohlone Advisory and Inclusion Body Committee) is excited to welcome

Dr. Allyson Tintiangco-Cubales

Ohlone College for a discussion about her journey that included her attending Ohlone College and her path to a Ph.D. in Asian American Studies at San Francisco State University.

TUESDAY, MARCH 30, 2021
1-2 PM

https://cccconfer.zoom.us/j/99630489051
WOMEN IN ENGINEERING, COMPUTER SCIENCE & TECHNOLOGY

Choose to Challenge

PANEL

March 31, 2021
3:30-5:00pm, PST

A VIRTUAL EVENT
Women overcoming obstacles but “Choose To Challenge” to remain in a male dominated field and the continuing struggle!

IN CELEBRATION OF 2021 International Women’s Day and Women’s History Month, employees in STEAM, who work at Ohlone College, will provide an intimate look into their paths and continued struggles to “Choose to Challenge.” The experiences of women in STEAM can be invisible and often a collection of seemingly subtle, inconsequential quick comments or actions that appear to be unintentional, can cause job burnout, health issues, and may lead to discouraging others to pursue their passions.

PANEL MEMBERS

Dr. Rose-Margaret Hau
Professor, Engineering

Dr. Lesli Silverman
Academic Dean, STEM

Dr. Laurie Baill-Tanner
Professor, Biotechnology

Ms. Isabel Reichert
Assistant Professor, Multimedia

PANEL MODERATORS

JEFF O'CONNELL
Professor, Mathematics

SNEHAIRAN ZINCERDEIM
Vice President, Human Resources and Training

FREE VIRTUAL EVENT OPEN TO THE PUBLIC

No registration needed. Use Zoom link below on day and time of the event.

SPONSORS:
Ohlone Diversity Taskforce
Advisory Committee (OHTAC)

Ohlone College Society for Women Engineers (OSWE)

CONTACT AN EVENT HOST FOR MORE DETAILS:
Jeff O’Connell, Professor, Mathematics, jeffrey.oconnell@ohlone.edu
Snehairan Zincerdem, VP of Human Resources, szincerdem@ohlone.edu

ZOOM LINK
www.ohlone.edu/choosetochallenge
AT THE INTERSECTIONS: RACE, RELIGION & SEXUALITY INTERTWINED

DR. JOSHUA MOON JOHNSON
DEAN OF STUDENT SERVICES
AMERICAN RIVER COLLEGE
THE LYTON CENTER FOR HISTORY AND THE PUBLIC GOOD PRESENTS

WHAT STREET DANCE CAN TELL US ABOUT INTERSECTIONAL & TRANSNATIONAL COALITION BUILDING

DR. IMANI KAI JOHNSON
Assistant Professor of Critical Dance Studies
University of California, Riverside
Isidore Niyongabo

BLACK DEAF AND PROUD

Isidore Niyongabo is the current President of National Black Deaf Advocates, the founder and Executive Director of International Deaf Education, Advocacy, and Leadership (IDeAL), and Director of Employee Relations at Convo Communications. Most recently, Isidore was appointed, for the second time in a row, to serve as the Co-chair for the 4th term of the Federal Communication Commission’s Disability Advisory Committee.

Originally from Burundi, Isidore’s world changed when he contracted and survived spinal meningitis. The disease left him deaf and started his journey as a Deaf person.

After overcoming the challenges and obstacles in accessibility during his early education in Burundi, he moved to California to pursue higher education. His accessible and inclusive education in the U.S started at Ohlone College, California where he graduated in 2008 with an Associate’s degree in Liberal Arts concentration in social sciences. Further, Isidore holds a Bachelor’s degree in Psychology from San Jose State University, and a Master’s degree in Peace and Justice Studies from the University of San Diego with concentration in International Human Rights and Development.

While not in his office, he continues to advocate for access to education and a better quality of life for deaf children and youth in sub-Saharan Africa and globally through IDeAL. In addition, Isidore travels the world inspiring thousands of people through his story filled with examples of perseverance, self-reliance, courage, and hope while advocating for an equitable, diverse, inclusive, and accessible world for Deaf and hard of Hearing people.

AUGUST 6, 2021 | 5PM-6PM

https://cccconf.zoom.us/j/91561715224?pwd=WnREdEvS38KcmZj5G5S5t5UGpJUT09
Password: -3c7svGAl
UndocuWelcome & Application Workshop

Get assistance on registering for Ohlone College from our UndocuAlly Team! At this event, you will learn the process of how to register for Ohlone College as a DACA/Undocumented student.

FREE VIRTUAL EVENT
April 23, Friday, 1PM - 5PM

Zoom Link:

For any questions or ASL translation needs please contact: ediazsanchez@ohlone.edu

#OHLONEGENDERSEXFAIR2021
Faculty Cohorts in Equity  
**SPRING 20**
FREE Professional Development Opportunities

Supporting Equity, Diversity & Inclusion in the Classroom

**TWO PROFESSIONAL DEVELOPMENT WORKSHOPS**

Ohlone College faculty are invited to take part in a FREE professional development which includes the following workshops:

**IT'S IN THE SYLLABUS:**
Developing an Equity-Minded Syllabus
Engage in activities designed to reimagine your syllabi through an equity-advancing framework that supports the goals of both faculty and students.

**TRANSFORMATIVE PEDAGOGY:**
Teaching the Material & Teaching the Student
Examine multiple teaching and learning methods that center identity, culture, and the student experience.

**Cohort #1**
- **April 2** Friday 9-11 AM  
  It's In The Syllabus
- **April 16** Friday 9-11 AM  
  Transformative Pedagogy

**Cohort #2**
- **April 23** Friday 9-11 AM  
  It's In The Syllabus
- **April 30** Friday 9-11 AM  
  Transformative Pedagogy

**Facilitator**
Lasana O. Hotep

Over 20 years, Lasana has led equity-advancing solutions to academic institutions, community-based organizations, and corporations. Hotep is an anti-oppression, anti-racist educator, writer, and equity-advancing executive coach. He writes and speaks widely on educational equity, anti-racism, and justice within organizations and society at-large.

**Questions?**
Contact: Susan Myers  
smyers@ohlone.edu

**Maximum 35 Participants Per Cohort**
The Administration of Justice Program’s
Women in Law Enforcement Symposium 2021

Join us at: https://eeconfer.zoom.us/j/92611859753

April 8, 2021 from 2-4 PM

Join us for a virtual event featuring panelists of women in law enforcement. See how women can make a difference in a traditionally male-dominated field.

Gina Anderson
Chief of Police, Newark

Sgt. Jennifer Grass
Los Angeles PD - SWAT

Sgt. Christina Serrano
San Francisco PD

Sgt. Shannon Todd
Newark PD

Officer Tiffany Huff
California Highway Patrol

CSO April Halka
Santa Cruz PD

Officer Thania Bolcota
Fremont PD

Prof. Kara Jevalousky
Moderator

Special Agent Marty Parker
FBI

Prof. Marie Ver Haar
Moderator
EMBRACE AAPI Solidarity

Thursday, April 8, 2021
11:30am-12:30pm, PST

JOIN OHLONE COLLEGE Superintendent/President
Dr. Eric Bishop as he hosts an open dialogue with Fremont
AAPI SOLIDARITY
HEALING CIRCLE

Hosted by: Ohlone's Student Life Dept, Student Health Center, & Student Wellness Ambassadors

MON. 3/29/2021 @ 1:00PM

Please join us in a community space of unity, allyship, & support where Asian students and allies can connect in a safe environment. This event is open to all Ohlone community members and will feature support from Mental Health professionals & ambassadors.

If you are in need of interpreting services please reach out to studentlife@ohlone.edu no later than 3/25

“In light of the ongoing violence toward our Asian communities, locally and across the country, this message is to strongly condemn such acts and to remind us that we stand in solidarity and community with each other”.

-Dr. Eric Bishop, Superintendent/President of Ohlone College

https://cccconfer.zoom.us/s/97025145894
Join us for ASL Club’s 3rd workshop - Embracing Your True Self on April 22 at 3 PM. Come and join us at our ASL Club’s upcoming Intersectionality of the Deaf Experience workshop with Sarah Young Bear-Brown, an artist, activist, Deaf Native American on Thursday, April 22 at 3:00 PM. This workshop is sponsored by the Lytton Center for History and the Public Good. Interpreters will be provided.

Sarah Young Bear-Brown/tti-ka-mi-ge-a is a member of the Sac&Fox Tribe of the Mississippi in Iowa - the Meskwaki Nation. She currently resides in Meskwaki Settlement in Tama, Iowa. Sarah is a mother of two young children. She went to Iowa School for the Deaf and attended
98% of rapists back then never spent a single day in jail or prison.
Open!

CCC LGBTQ+ SUMMIT 2021
April 28 & 29
A Virtual Event!

Beyond Rainbow:
Building the will and the skills to serve and affirm our diverse queer and trans students.

Event organized by California Community Colleges' faculty, staff and students.

To register visit: https://cvent.me/8
CAT BROOKS
WITH DR.
CRYSTALLEE
CRAIN: I AM
SHE / OHLONE
COLLEGE

Thursday, May 6, 2021
3:00 PM – 5:00 PM

Online
Pacific Time, Oakland, CA 94606, USA (map)

5TH ANNUAL
SOCIAL JUSTICE, EQUITY &
INCLUSION SYMPOSIUM
Radical resistance, Radical imagination

Cat Brooks
in collaboration with Dr. Crystallee Crain

I am SHE
A new theater work about the history of racialized violence against Black women in America from the 1600s to the present day.

MAY 6, 2021 3-5pm PT
Virtual performance excerpts & a conversation
PROTEST NATION: ANTI-U.S. BASE STRUGGLE IN POST-WAR JAPAN

APRIL 29, 2021
2:00 - 3:30 PM

Dr. Dustin Wright
Assistant Professor of Japanese Culture and Language
CSU Monterey Bay

Join the talk here:
We Belong Week!

Click for Flipbook
https://flipbookpdf.net/web/site/09b10e361f7974d029e6e41a0551671eca0abfda202104.pdf.html

The Office of Professional Development, Onboarding, & Employee Engagement Presents

WE BELONG WEEK

You BELONG Here!

APRIL 26-30, 2021
SCHEDULE OF EVENTS
TO: Board of Trustees
FROM: Dr. Eric Bishop
DATE: May 12th, 2021
SUBJECT: AB 1216: Rights of the Student Trustee Legislation

As part of the current state legislative cycle a bill addressing the rights of community college student trustees (AB 1216) is being discussed. At the recommendation of the Issues & Advocacy Committee the student trustee will facilitate a board discussion to inform the board about the legislation.

RECOMMENDATION

This item is for information only.
ASSEMBLY BILL No. 1216

Introduced by Assembly Member Salas

February 19, 2021

An act to amend Section 72023.5 of the Education Code, relating to postsecondary education.

LEGISLATIVE COUNSEL’S DIGEST

AB 1216, as amended, Salas. California Community Colleges: governing board membership: student members.

Existing law establishes the California Community Colleges under the administration of the Board of Governors of the California Community Colleges. Existing law requires the governing board of each community college district to order the inclusion within the membership of the governing board of one or more nonvoting students, who are enrolled in a community college of the district, and chosen by students enrolled in the community colleges of the district, in accordance with procedures prescribed by the governing board.

This bill would give each student member of the governing board of a community college district an advisory vote, as specified. This bill would also make conforming changes.

Existing law authorizes a student member to make and second motions, attend closed sessions, except as specified, and to receive compensation like a regular board member, but only at the discretion of the governing board.
This bill would entitle each student member of the governing board to make and second motions, attend closed sessions, except as specified, and to receive the same compensation as a regular board member without further authorization of the governing board.

Existing law requires the governing board of a community college that affords a student member any of certain enumerated privileges to adopt rules and regulations, as specified.

This bill would delete that requirement. The bill would require the governing board of each community college district to notify a student member of their powers and rights as a student member of the governing board of a community college district.

This bill would encourage require the Chancellor and the Board of Governors of the California Community Colleges to establish a stakeholder convene, on or before June 1, 2022, a workgroup including specified representatives, to examine methods of providing a full vote to student members: the active and equitable participation of student members serving on governing boards of community college districts. The bill would require the workgroup, on or before June 1, 2023, to submit a report to the office of the Chancellor of the California Community Colleges and the Legislature that includes the workgroup’s findings and policy recommendations in connection with its review, as specified.

By requiring community college districts to revise governing board procedures, this the bill would impose a state-mandated local program.

The California Constitution requires the state to reimburse local agencies and school districts for certain costs mandated by the state. Statutory provisions establish procedures for making that reimbursement.

This bill would provide that, if the Commission on State Mandates determines that the bill contains costs mandated by the state, reimbursement for those costs shall be made pursuant to the statutory provisions noted above.


The people of the State of California do enact as follows:

1 SECTION 1. Section 72023.5 of the Education Code is amended to read:
2 72023.5. (a) (1) (A) The governing board of each community college district shall order the inclusion within the membership of
the governing board, in addition to the number of members
otherwise prescribed, of one or more students. These students shall
be oriented in their role on the governing board and have the right
to attend each and all meetings of the governing board, except that
student members shall not have the right, or be afforded the
opportunity, to attend executive sessions of the governing board.

(B) A student member shall have the opportunity to cast an
advisory vote immediately before votes are cast by the regular
members of the governing board.

(2) A student selected to serve on the governing board shall be
enrolled in a community college of the district and shall be chosen,
and shall be recalled, by the students enrolled in the community
colleges of the district in accordance with procedures prescribed
by the governing board. If the seat of a student member becomes
vacant during the student member’s term, the governing board
may authorize the officers of student body associations established
pursuant to Section 76060 at each community college in the district
to appoint a student to serve the remainder of the term in
accordance with procedures established by the governing board.

A student member shall be required throughout the term of the
student member’s appointment to be enrolled in a community
college of the district for at least five semester units, or its
equivalent, and shall meet and maintain the minimum standards
of scholarship for community college students prescribed by the
community college district. The term of a student member shall
be one year commencing on June 1 of each year.

(3) A student member appointed pursuant to this section shall
be entitled to mileage allowance to the same extent as a regular
member, and is but shall not be entitled to the compensation
prescribed by Section 72024.

(4) A student member shall be seated with the members of the
governing board and shall be recognized as a full member of the
board at the meetings, including receiving all materials presented
to the board members and participating in the questioning of
witnesses and the discussion of issues.

(5) A student member shall not be included in determining the
vote required to carry any measure before the board.

(6) A student member shall not be liable for any acts of the
governing board.
(b) Notwithstanding subdivision (a), a student member may do any of the following:

selected to serve on the governing board of a community college district pursuant to subdivision (a) may do any of the following at the discretion of the board:

(1) Make and second motions.

(2) Attend closed sessions, other than closed sessions on personnel matters or collective bargaining matters.

(3) Serve a term of one year commencing on May 15 of each year, at the discretion of the governing board:

(c) It is the intent of the Legislature that any decision or action, including any contract entered into pursuant thereto, upon the motion or second of a motion of a student member, shall be fully legal and enforceable against the district or any party thereto.

(d) The governing board of each community college district shall notify a student member of their powers and rights under this section: that affords a student member of the board any of the privileges enumerated in subdivision (b) shall, by May 15 of each year, adopt rules and regulations implementing this section. These rules and regulations shall be effective until May 15 of the following year:

(e) If a state court finds this section is unlawful, the court may order, as equitable relief, that the administering entity that is the subject of the lawsuit terminate any waiver awarded under this statute or provision, but no money damages, tuition refund or waiver, or other retroactive relief may be awarded. In any action in which the court finds this section is unlawful, the California Community Colleges are immune from the imposition of any award of money damages, tuition refund or waiver, or other retroactive relief.

(f) To encourage the active participation of students on community college district governing boards, and to ensure student’s voices are included in decisions at the local level, the Legislature encourages the Chancellor and the Board of Governors of the California Community Colleges to establish a stakeholder workgroup that includes, but is not limited to, representatives from the California Community College Chancellor’s office, the Student Senate for California Community Colleges, the Secretary of State’s office, and the Community College League of California. The goal of the workgroup will be to examine methods of providing a full vote to student members.
(f) (1) The Chancellor of the California Community Colleges shall convene a workgroup to examine the active and equitable participation of student members serving on governing boards of community college districts. The workgroup shall include, but is not limited to, the following members:
   (A) A representative from the office of the Chancellor of the California Community Colleges.
   (B) A representative from the Community College League of California.
   (C) A representative from the Student Senate for California Community Colleges.
   (D) One regular member and one current or former student member from each of the following types of community college district governing boards representing community college districts, with consideration given to ensure representation from the various regions of California are part of the workgroup:
      (i) A community college district representing more than one college.
      (ii) A community college district representing one college.
      (iii) A governing board of a community college district with one student member who receives compensation, can make and second motions, and attends closed sessions as enumerated in subdivision (b).
      (iv) A governing board of a community college district with more than one student member.
(2) The workgroup shall convene on or before June 1, 2022.
(3) The workgroup shall do all of the following:
   (A) Review community college district governing boards’ policies and regulations, and state and federal laws, regarding the membership capacities of student members serving on governing boards of community college districts, including, but not limited to, all of the following:
      (i) Providing student members compensation.
      (ii) The scope of work required of student members on governing boards.
      (iii) The degree to which student members are provided the ability to make and second motions and attend closed sessions, and whether these privileges reduce the role of democratically elected representatives.
(B) Recommend pathways towards providing parity in the participation of student members serving on community college district governing boards across the state pertaining to the provision of compensation, making and seconding motions, and attending closed sessions.

(C) Examine the capacity by which students can receive a full vote on the governing board of a community college district.

(4) On or before June 1, 2023, the workgroup shall submit a report to the office of the Chancellor of the California Community Colleges and the Legislature, pursuant to Section 9795 of the Government Code, that includes the workgroup’s findings and policy recommendations in connection with its review pursuant to paragraph (3).

SEC. 2. If the Commission on State Mandates determines that this act contains costs mandated by the state, reimbursement to local agencies and school districts for those costs shall be made pursuant to Part 7 (commencing with Section 17500) of Division 4 of Title 2 of the Government Code.
The Measure G Project Team will update the Board of Trustees on the attached Quarterly Report.

RECOMMENDATION

Item for information only.
Program Overview Report

Ohlone Community College District

Reporting Period: Inception through 3/31/2021

Funding Sources (Budget)

<table>
<thead>
<tr>
<th>Funding Source</th>
<th>Budget</th>
<th>Bond Expenses</th>
<th>Other Expenses</th>
<th>Remaining Balance</th>
</tr>
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<tr>
<td>Bond</td>
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<tr>
<td>SM - State</td>
<td>$100,000</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>DiMino</td>
<td>$7,880,000</td>
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<tr>
<td><strong>Total Budget:</strong></td>
<td><strong>$363,033,291</strong></td>
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</table>

Cost Status

<table>
<thead>
<tr>
<th>Budget Category</th>
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<th>Bond Expenses</th>
<th>Other Expenses</th>
<th>Remaining Balance</th>
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</thead>
<tbody>
<tr>
<td>Architect/Engineer &amp; Permits</td>
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<td>$2,570,050</td>
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<td>Overhead</td>
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<td>$1,725,206</td>
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<td><strong>$7,564,296</strong></td>
<td><strong>$17,343,791</strong></td>
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</tbody>
</table>

Budget and Expenses Chart

**Budget**
- Current ($362,899,464)
- Previous ($362,323,327)

**Expenses**
- Actual ($345,555,673)
- Planned ($346,283,385)

Budget Categories Chart

- Architect/Engineer & Permits (9%)
- Construction (75%)
- Contingency (1%)
- Furniture & Grp II Equipment (5%)
- Overhead (5%)
- Testing & Inspection & Other (6%)

Bond: Measure G
Other: Contribution to Project from "other" source (Non-Bond)
Expense columns: Paid and Accrued expenses paid through the reporting period end date.
Previous Budget (Bar Graph): Board Approved budget as of the bond list revision prior to Current.
Current Budget (Bar Graph): Board approved bond budget as of the reporting period end date and all other funding sources.
Planned Expenses (Bar Graph): Actual + Estimated expenses from cash flow through the end of the month of which the report cut off date falls.
Actual Expenses (Bar Graph): Paid and accrued expenses through the reporting period end date.
Budget Categories Chart includes budgets from all funding sources.

Data reconciled as of 12/31/2020
Create a new center cluster of buildings at the center of campus in accordance with the campus programming needs. Project scope also includes hazardous materials abatement and removal in Buildings 1, 2 & 8; hard demolition of Buildings 1, 2, 3 & 8; and temporary educational facilities during construction.

### Funding Sources (Budget)

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bond</td>
<td>$207,659,177</td>
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<tr>
<td>SM - State</td>
<td>$0</td>
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</table>

**Total Budget:** $207,659,177

### Cost Status

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<tr>
<th>Budget Category</th>
<th>Total Budget</th>
<th>Bond Expenses</th>
<th>Other Expenses</th>
<th>Remaining Balance</th>
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<td>Overhead</td>
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<td><strong>Totals:</strong></td>
<td>$207,659,177</td>
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<td>$0</td>
<td>$1,630,185</td>
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</tbody>
</table>

### Schedule Details

**Project Duration:** 05/29/2012 - 12/10/2020

Note: This project has sub-projects that carry their own specific schedules.

### Status Details

- **Schedule**: Project has a normal range of issues. Project baselines are not in jeopardy.
- **Quality of Delivery**: Project has a normal range of issues. Project baselines are not in jeopardy.
- **Cost**: Project has a normal range of issues. Project baselines are not in jeopardy.

### Budget Categories Chart

- Architect/Engineer & Permits (11%)
- Construction (81%)
- Furniture & Grp II Equipment (0%)
- Overhead (4%)
- Testing & Inspection & Other (5%)

### Budget and Expenses Chart

- **Budget**: Current ($207,659,177), Previous ($207,659,177)
- **Expenses**: Actual ($206,028,992), Planned ($205,935,389)

---

Bond: Measure G
Other: Contribution to Project from "other" source (Non-Bond)
Expense columns: Paid and Accrued expenses paid through the reporting period end date. Previous Budget (Bar Graph): Board Approved budget as of the bond list revision prior to Current.

Current Budget (Bar Graph): Board approved budget as of the reporting period end date. Planned Expenses (Bar Graph): Actual + Estimated expenses from cash flow through the end of the month of which the report cut off date falls. Actual Expenses (Bar Graph): Paid and accrued expenses through the reporting period end date.
Description

Repair damage (cracks, uneven pavement, etc.) and restripe existing parking lots and adjacent pathways/crosswalks. Address damage to campus roadways resulting from cars, busses and age. Reconfigure parking lots to increase efficiency of space usage.

Funding Sources (Budget)

<table>
<thead>
<tr>
<th>Bond</th>
<th>$2,627,292</th>
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<tbody>
<tr>
<td>SM - State</td>
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Total Budget: $2,627,292

Cost Status

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<tr>
<th>Budget Category</th>
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<th>Bond Expenses</th>
<th>Other Expenses</th>
<th>Remaining Balance</th>
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<tbody>
<tr>
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Schedule Details

Project Duration: 02/22/2013 - 05/26/2021

Note: This project has sub-projects that carry their own specific schedules.

Status Details

Schedule

✓ Project has a normal range of issues. Project baselines are not in jeopardy.

Quality of Delivery

✓ Project has a normal range of issues. Project baselines are not in jeopardy.

Cost

✓ Project has a normal range of issues. Project baselines are not in jeopardy.

Budget and Expenses Chart

Budget

- Current ($2,627,292)
- Previous ($1,824,857)

Expenses

- Actual ($1,629,193)
- Planned ($1,593,024)
6110-Parking Structures

Project Overview Report

Description

In accordance with the DFMP create parking structures at the upper levels of the campus to provide parking adjacent and at the same level as academic programs.

Funding Sources (Budget)

<table>
<thead>
<tr>
<th>Bond</th>
<th>$32,828,589</th>
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</thead>
<tbody>
<tr>
<td>SM - State</td>
<td>$0</td>
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Total Budget: $32,828,589

Cost Status

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<tr>
<th>Budget Category</th>
<th>Total Budget</th>
<th>Bond Expenses</th>
<th>Other Expenses</th>
<th>Remaining Balance</th>
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<td>Overhead</td>
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<tr>
<td>Testing &amp; Inspection &amp; Other</td>
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Totals: $32,828,589

Schedule Details

Project Duration: 09/05/2012 - 08/06/2020

Note: This project has sub-projects that carry their own specific schedules.

Status Details

Schedule: Project has a normal range of issues. Project baselines are not in jeopardy.

Quality of Delivery: Project has a normal range of issues. Project baselines are not in jeopardy.

Cost: Project has a normal range of issues. Project baselines are not in jeopardy.

Budget Categories Chart

- Architect/Engineer & Permits (9%)
- Construction (82%)
- Furniture & Grp II Equipment (0%)
- Overhead (3%)
- Testing & Inspection & Other (6%)

Budget and Expenses Chart

Budget

- Current ($32,828,589)
- Previous ($32,828,589)

Expenses

- Actual ($32,802,908)
- Planned ($32,804,372)
6114-Renovate Building 5

Ohlone Community College District

Project Overview Report

Reporting Period: Inception through 3/31/2021

Data reconciled as of 12/31/2020

Repair cafeteria/bookstore/office building to replace outdated infrastructure and to correct failing exterior wall waterproofing.

Funding Sources (Budget)

| Bond     | $12,161,731 |
| SM - State | $0 |

Total Budget: $12,161,731

Cost Status

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<tr>
<th>Budget Category</th>
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<th>Bond Expenses</th>
<th>Other Expenses</th>
<th>Remaining Balance</th>
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<td>Architect/Engineer &amp; Permits</td>
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<tr>
<td>Construction</td>
<td>$9,591,469</td>
<td>$4,067,397</td>
<td>$0</td>
<td>$5,524,071</td>
</tr>
<tr>
<td>Overhead</td>
<td>$56,617</td>
<td>$36,617</td>
<td>$0</td>
<td>$20,000</td>
</tr>
<tr>
<td>Testing &amp; Inspection &amp; Other</td>
<td>$1,254,200</td>
<td>$746,270</td>
<td>$0</td>
<td>$507,931</td>
</tr>
</tbody>
</table>

Totals: $12,161,731

$5,857,199

$0

$6,304,533

Schedule Details

Project Duration: 03/16/2015 - 09/03/2021

Note: This project has sub-projects that carry their own specific schedules.

Status Details

Schedule: Project has significant issue(s) without a current or near term solution.

Quality of Delivery: Project has a normal range of issues. Project baselines are not in jeopardy.

Cost: Project has significant issue(s). However, project team has a solution and/or options to mitigate or resolve it/them.

Budget Categories Chart

Architect/Engineer & Permits (10%)
Construction (79%)
Overhead (0%)
Testing & Inspection & Other (10%)

Budget and Expenses Chart

<table>
<thead>
<tr>
<th>Budget</th>
<th>Current ($12,161,731)</th>
<th>Previous ($12,161,731)</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Expenses</th>
<th>Actual ($5,857,199)</th>
<th>Planned ($5,102,767)</th>
</tr>
</thead>
</table>

Schedule: Project will not be complete by contract end date. Contractor to submit recovery plan. Target completion to facilitate occupancy for fall semester.

Cost: Project contingency budget is sufficient for current potential change orders. Potential costs/credits associated with project delay are being monitored.

Budget: Measure G
Other: Contribution to Project from "other" source (Non-Bond)
Expense columns: Paid and Accrued expenses paid through the reporting period end date.
Previous Budget (Bar Graph): Board Approved budget as of the bond list revision prior to Current.

Current Budget (Bar Graph): Board approved budget as of the reporting period end date.
Planned Expenses (Bar Graph): Actual + estimated expenses from cash flow through the end of the month of which the report cut off date falls.
Actual Expenses (Bar Graph): Paid and accrued expenses through the reporting period end date.
Install additional video cameras and alarm system protection at select buildings on the Fremont Campus.

**Funding Sources (Budget)**

<table>
<thead>
<tr>
<th>Bond</th>
<th>Total Budget: $1,428,681</th>
</tr>
</thead>
<tbody>
<tr>
<td>SM - State</td>
<td>$0</td>
</tr>
</tbody>
</table>

**Total Budget:** $1,428,681

**Cost Status**

<table>
<thead>
<tr>
<th>Budget Category</th>
<th>Total Budget</th>
<th>Bond Expenses</th>
<th>Other Expenses</th>
<th>Remaining Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Architect/Engineer &amp; Permits</td>
<td>$260,738</td>
<td>$168,275</td>
<td>$0</td>
<td>$92,463</td>
</tr>
<tr>
<td>Construction</td>
<td>$853,232</td>
<td>$241,015</td>
<td>$0</td>
<td>$612,217</td>
</tr>
<tr>
<td>Contingency</td>
<td>$80,001</td>
<td>$0</td>
<td>$0</td>
<td>$80,001</td>
</tr>
<tr>
<td>Furniture &amp; Grp II Equipment</td>
<td>$70,748</td>
<td>$70,748</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Overhead</td>
<td>$16,900</td>
<td>$16,900</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Testing &amp; Inspection &amp; Other</td>
<td>$147,063</td>
<td>$24,631</td>
<td>$0</td>
<td>$122,431</td>
</tr>
<tr>
<td><strong>Totals:</strong></td>
<td><strong>$1,428,681</strong></td>
<td><strong>$521,569</strong></td>
<td>$0</td>
<td><strong>$907,112</strong></td>
</tr>
</tbody>
</table>

**Schedule Details**

- **Design:** 06/17/2021 - 10/06/2021
- **Procurement:** 10/06/2021 - 01/04/2022
- **Construction:** 01/12/2022 - 10/05/2022
- **Closeout:** 09/23/2022 - 01/27/2023

**Status Details**

- **Schedule:** Project has a normal range of issues. Project baselines are not in jeopardy.
- **Quality of Delivery:** Project has a normal range of issues. Project baselines are not in jeopardy.
- **Cost:** Project has a normal range of issues. Project baselines are not in jeopardy.

**Budget Categories Chart**

- Architect/Engineer & Permits (18%)
- Construction (60%)
- Contingency (6%)
- Furniture & Grp II Equipment (5%)
- Overhead (1%)
- Testing & Inspection & Other (10%)

**Budget and Expenses Chart**

<table>
<thead>
<tr>
<th>Budget</th>
<th>Expenses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current ($1,428,681)</td>
<td>Actual ($521,569)</td>
</tr>
<tr>
<td>Previous ($1,428,681)</td>
<td>Planned ($528,601)</td>
</tr>
</tbody>
</table>
Project Overview Report

Description

For areas outside of the athletic fields, provide improved campus signage that is compliant with current accessibility standards.

Funding Sources (Budget)

<table>
<thead>
<tr>
<th>Budget Category</th>
<th>Total Budget</th>
<th>Bond Expenses</th>
<th>Other Expenses</th>
<th>Remaining Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Architect/Engineer &amp; Permits</td>
<td>$30,950</td>
<td>$30,950</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Construction</td>
<td>$221,410</td>
<td>$90,401</td>
<td>$0</td>
<td>$131,009</td>
</tr>
<tr>
<td>Overhead</td>
<td>$4,219</td>
<td>$4,219</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td><strong>Totals:</strong></td>
<td><strong>$256,579</strong></td>
<td><strong>$125,570</strong></td>
<td><strong>$0</strong></td>
<td><strong>$131,009</strong></td>
</tr>
</tbody>
</table>

Schedule Details

<table>
<thead>
<tr>
<th>Schedule</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Design</td>
<td>12/31/2020 - 01/27/2021</td>
</tr>
<tr>
<td>Procurement</td>
<td>03/24/2021 - 06/08/2021</td>
</tr>
<tr>
<td>Construction</td>
<td>06/22/2021 - 10/15/2021</td>
</tr>
<tr>
<td>Closeout</td>
<td>10/05/2021 - 02/08/2022</td>
</tr>
</tbody>
</table>

Status Details

<table>
<thead>
<tr>
<th>Schedule</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Project has a normal range of issues. Project baselines are not in jeopardy.</td>
<td></td>
</tr>
<tr>
<td>Quality of Delivery</td>
<td>Project has a normal range of issues. Project baselines are not in jeopardy.</td>
</tr>
<tr>
<td>Cost</td>
<td>Project has a normal range of issues. Project baselines are not in jeopardy.</td>
</tr>
</tbody>
</table>

Budget Categories Chart

- Architect/Engineer & Permits (12%)
- Construction (86%)
- Overhead (2%)

Budget and Expenses Chart

<table>
<thead>
<tr>
<th>Budget</th>
<th>Expenses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current ($256,579)</td>
<td>Actual ($125,570)</td>
</tr>
<tr>
<td>Previous ($256,579)</td>
<td>Planned ($125,570)</td>
</tr>
</tbody>
</table>

Bond: Measure G
Other: Contribution to Project from "other" source (Non-Bond)
Expense columns: Paid and Accrued expenses paid through the reporting period end date.
Previous Budget (Bar Graph): Board Approved budget as of the bond list revision prior to Current.
Current Budget (Bar Graph): Board approved budget as of the reporting period end date.
Planned Expenses (Bar Graph): Actual + Estimated expenses from cash flow through the end of the month of which the report cut off date falls.
Actual Expenses (Bar Graph): Paid and accrued expenses through the reporting period end date.
Project Overview Report

Reporting Period: Inception through 3/31/2021

Description

Make modifications to Hyman Hall in accordance with the new campus wide programming realignment and infrastructure modifications

Funding Sources (Budget)

<table>
<thead>
<tr>
<th>Budget Category</th>
<th>Total Budget</th>
<th>Bond Expenses</th>
<th>Other Expenses</th>
<th>Remaining Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Architect/Engineer &amp; Permits</td>
<td>$188,057</td>
<td>$188,057</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Construction</td>
<td>$1,279,883</td>
<td>$1,056,829</td>
<td>$0</td>
<td>$223,054</td>
</tr>
<tr>
<td>Furniture &amp; Grp II Equipment</td>
<td>$274,864</td>
<td>$274,864</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Overhead</td>
<td>$77,080</td>
<td>$77,080</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Testing &amp; Inspection &amp; Other</td>
<td>$178,118</td>
<td>$156,037</td>
<td>$0</td>
<td>$22,081</td>
</tr>
<tr>
<td><strong>Totals:</strong></td>
<td><strong>$1,998,002</strong></td>
<td><strong>$1,752,867</strong></td>
<td><strong>$0</strong></td>
<td><strong>$245,135</strong></td>
</tr>
</tbody>
</table>

Schedule Details

Project Duration: 05/04/2017 - 07/22/2021

Note: This project has sub-projects that carry their own specific schedules.

Status Details

Schedule: Project has a normal range of issues. Project baselines are not in jeopardy.

Quality of Delivery: Project has a normal range of issues. Project baselines are not in jeopardy.

Cost: Project has a normal range of issues. Project baselines are not in jeopardy.

Budget Categories Chart

- Architect/Engineer & Permits (9%)
- Construction (64%)
- Furniture & Grp II Equipment (14%)
- Overhead (4%)
- Testing & Inspection & Other (9%)

Budget and Expenses Chart

Budget

- Current ($1,998,002)
- Previous ($1,998,002)

Expenses

- Actual ($1,752,867)
- Planned ($1,833,848)

Bond: Measure G
Other: Contribution to Project from "other" source (Non-Bond)
Expense columns: Paid and Accrued expenses paid through the reporting period end date.
Previous Budget (Bar Graph): Board Approved budget as of the bond list revision prior to Current.
Current Budget (Bar Graph): Board approved budget as of the reporting period end date.
Planned Expenses (Bar Graph): Actual + Estimated expenses from cash flow through the end of the month of which the report cut off date falls.
Actual Expenses (Bar Graph): Paid and accrued expenses through the reporting period end date.
Small capital improvement projects and technology upgrades at the Fremont Campus.

**Funding Sources (Budget)**

**Bond**
- $788,482

**SM - State**
- $0

**Total Budget**: $788,482

**Cost Status**

<table>
<thead>
<tr>
<th>Budget Category</th>
<th>Total Budget</th>
<th>Bond Expenses</th>
<th>Other Expenses</th>
<th>Remaining Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Architect/Engineer &amp; Permits</td>
<td>$45,000</td>
<td>$5,828</td>
<td>$0</td>
<td>$39,173</td>
</tr>
<tr>
<td>Construction</td>
<td>$655,525</td>
<td>$422,433</td>
<td>$0</td>
<td>$233,091</td>
</tr>
<tr>
<td>Furniture &amp; Grp II Equipment</td>
<td>$8,475</td>
<td>$8,475</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Overhead</td>
<td>$13,482</td>
<td>$13,482</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Testing &amp; Inspection &amp; Other</td>
<td>$66,000</td>
<td>$0</td>
<td>$0</td>
<td>$66,000</td>
</tr>
<tr>
<td>Totals</td>
<td>$788,482</td>
<td>$450,218</td>
<td>$0</td>
<td>$338,264</td>
</tr>
</tbody>
</table>

**Schedule Details**

**Project Duration**: 01/31/2019 - 08/20/2021

Note: This project has sub-projects that carry their own specific schedules.

**Status Details**

- **Schedule**: Project has a normal range of issues. Project baselines are not in jeopardy.
- **Quality of Delivery**: Project has a normal range of issues. Project baselines are not in jeopardy.
- **Cost**: Project has a normal range of issues. Project baselines are not in jeopardy.

**Budget Categories Chart**

- Architect/Engineer & Permits (6%)
- Construction (83%)
- Furniture & Grp II Equipment (1%)
- Overhead (2%)
- Testing & Inspection & Other (8%)

**Budget and Expenses Chart**

- **Budget**: Current ($788,482) | Previous ($788,482)
- **Expenses**: Actual ($450,218) | Planned ($580,722)
# Project Overview Report

## Reporting Period
Inception through 3/31/2021

## Data reconciliation
Data reconciled as of 12/31/2020

### Description
Renovation and modernization of Building 4 to provide spaces necessary for District administrative staff and swing space during Building 5 construction.

### Funding Sources (Budget)

<table>
<thead>
<tr>
<th>Source</th>
<th>Budget ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bond</td>
<td>$1,044,555</td>
</tr>
<tr>
<td>SM - State</td>
<td>$0</td>
</tr>
</tbody>
</table>

**Total Budget:** $1,044,555

### Cost Status

<table>
<thead>
<tr>
<th>Budget Category</th>
<th>Total Budget</th>
<th>Bond Expenses</th>
<th>Other Expenses</th>
<th>Remaining Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Architect/Engineer &amp; Permits</td>
<td>$69,496</td>
<td>$69,496</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Construction</td>
<td>$732,133</td>
<td>$719,416</td>
<td>$0</td>
<td>$12,717</td>
</tr>
<tr>
<td>Furniture &amp; Grp II Equipment</td>
<td>$102,186</td>
<td>$98,935</td>
<td>$0</td>
<td>$3,251</td>
</tr>
<tr>
<td>Overhead</td>
<td>$27,817</td>
<td>$27,817</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Testing &amp; Inspection &amp; Other</td>
<td>$112,923</td>
<td>$112,299</td>
<td>$0</td>
<td>$624</td>
</tr>
</tbody>
</table>

**Totals:** $1,044,555 | $1,027,963 | $0 | $16,592

### Schedule Details

<table>
<thead>
<tr>
<th>Schedule</th>
<th>Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Design</td>
<td>07/01/2019 - 10/31/2019</td>
</tr>
<tr>
<td>Procurement</td>
<td>11/01/2019 - 12/10/2019</td>
</tr>
<tr>
<td>Construction</td>
<td>02/12/2020 - 04/14/2020</td>
</tr>
<tr>
<td>Closeout</td>
<td>02/15/2020 - 06/30/2020</td>
</tr>
</tbody>
</table>

### Status Details

- **Schedule:** Project has a normal range of issues. Project baselines are not in jeopardy.
- **Quality of Delivery:** Project has a normal range of issues. Project baselines are not in jeopardy.
- **Cost:** Project has a normal range of issues. Project baselines are not in jeopardy.

### Notes

- Project has a normal range of issues. Project baselines are not in jeopardy.
- Project has a normal range of issues. Project baselines are not in jeopardy.
- Project has a normal range of issues. Project baselines are not in jeopardy.

### Budget Categories Chart

- Architect/Engineer & Permits (7%)
- Construction (70%)
- Furniture & Grp II Equipment (10%)
- Overhead (3%)
- Testing & Inspection & Other (11%)

### Budget and Expenses Chart

#### Budget

- Current ($1,044,555)
- Previous ($1,044,555)

#### Expenses

- Actual ($1,027,963)
- Planned ($1,040,650)
Upgrade Newark Center site security systems to meet District standards. Includes access control and alarm monitoring systems, intrusion detection systems, video surveillance system and security communication system.

**Funding Sources (Budget)**

- **Bond** $561,729
- **SM - State** $100,000

**Total Budget:** $661,729

**Cost Status**

<table>
<thead>
<tr>
<th>Budget Category</th>
<th>Total Budget</th>
<th>Bond Expenses</th>
<th>Other Expenses</th>
<th>Remaining Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Architect/Engineer &amp; Permits</td>
<td>$125,545</td>
<td>$125,545</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Construction</td>
<td>$414,715</td>
<td>$211,760</td>
<td>$100,000</td>
<td>$102,955</td>
</tr>
<tr>
<td>Furniture &amp; Grp II Equipment</td>
<td>$2,876</td>
<td>$2,876</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Overhead</td>
<td>$16,729</td>
<td>$16,729</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Testing &amp; Inspection &amp; Other</td>
<td>$101,864</td>
<td>$101,864</td>
<td>$0</td>
<td>$0</td>
</tr>
</tbody>
</table>

**Totals:** $661,729

- **Bond Expenses:** $458,773
- **Other Expenses:** $100,000
- **Remaining Balance:** $102,955

**Schedule Details**

- **Design:** 07/28/2017 - 01/15/2018
- **Procurement:** 02/16/2018 - 04/11/2018
- **Construction:** 04/12/2018 - 11/13/2019
- **Closeout:** 11/14/2019 - 12/31/2019

**Status Details**

- **Schedule:** Project has a normal range of issues. Project baselines are not in jeopardy.
- **Quality of Delivery:** Project has a normal range of issues. Project baselines are not in jeopardy.
- **Cost:** Project has a normal range of issues. Project baselines are not in jeopardy.

**Budget Categories Chart**

- Architect/Engineer & Permits (19%)
- Construction (63%)
- Furniture & Grp II Equipment (0%)
- Overhead (3%)
- Testing & Inspection & Other (15%)

**Budget and Expenses Chart**

- **Budget:**
  - Current ($661,729)
  - Previous ($661,729)

- **Expenses:**
  - Actual ($558,773)
  - Planned ($572,756)
9101-Renewable Energy Generation

Ohlone Community College District

Project Overview Report
Reporting Period: Inception through 3/31/2021

Description
Data reconciled as of 12/31/2020
Install renewable energy (solar, wind, fuel cell, etc.) source to begin process to make the campuses "grid neutral".

Funding Sources (Budget)

| Bond                  | $33,875,987 |
| SM - State            | $0          |

Total Budget: $33,875,987

Cost Status

<table>
<thead>
<tr>
<th>Budget Category</th>
<th>Total Budget</th>
<th>Bond Expenses</th>
<th>Other Expenses</th>
<th>Remaining Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Architect/Engineer &amp; Permits</td>
<td>$448,424</td>
<td>$392,255</td>
<td>$0</td>
<td>$56,169</td>
</tr>
<tr>
<td>Construction</td>
<td>$27,841,186</td>
<td>$27,685,847</td>
<td>$0</td>
<td>$155,339</td>
</tr>
<tr>
<td>Contingency</td>
<td>$139,435</td>
<td>$0</td>
<td>$0</td>
<td>$139,435</td>
</tr>
<tr>
<td>Overhead</td>
<td>$2,999,697</td>
<td>$2,991,005</td>
<td>$0</td>
<td>$8,692</td>
</tr>
<tr>
<td>Testing &amp; Inspection &amp; Other</td>
<td>$2,447,245</td>
<td>$2,202,156</td>
<td>$0</td>
<td>$245,089</td>
</tr>
<tr>
<td>Totals:</td>
<td>$33,875,987</td>
<td>$33,271,263</td>
<td>$0</td>
<td>$604,724</td>
</tr>
</tbody>
</table>

Schedule Details

Project Duration: 05/24/2011 - 06/02/2021
Note: This project has sub-projects that carry their own specific schedules.

Status Details

Schedule: Project has a normal range of issues. Project baselines are not in jeopardy.
Quality of Delivery: Project has a normal range of issues. Project baselines are not in jeopardy.
Cost: Project has a normal range of issues. Project baselines are not in jeopardy.

Budget Categories Chart

- Architect/Engineer & Permits (1%)
- Construction (82%)
- Contingency (0%)
- Overhead (9%)
- Testing & Inspection & Other (7%)

Budget and Expenses Chart

<table>
<thead>
<tr>
<th>Budget</th>
<th>Expenses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current ($33,875,987)</td>
<td>Actual ($33,271,263)</td>
</tr>
<tr>
<td>Previous ($33,875,987)</td>
<td>Planned ($33,236,142)</td>
</tr>
</tbody>
</table>

Bond: Measure G
Other: Contribution to Project from "other" source (Non-Bond)
Expense columns: Paid and Accrued expenses paid through the reporting period end date.
Previous Budget (Bar Graph): Board Approved budget as of the bond list revision prior to Current.
Current Budget (Bar Graph): Board approved budget as of the reporting period end date.
Planned Expenses (Bar Graph): Actual + Estimated expenses from cash flow through the end of the month of which the report cut off date falls.
Actual Expenses (Bar Graph): Paid and accrued expenses through the reporting period end date.
Project Overview Report

Reporting Period: Inception through 3/31/2021

Description
Purchase FFE for the Academic Core project

Data reconciled as of 12/31/2020

Funding Sources (Budget)

<table>
<thead>
<tr>
<th>Budget Category</th>
<th>Total Budget</th>
<th>Bond Expenses</th>
<th>Other Expenses</th>
<th>Remaining Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Architect/Engineer &amp; Permits</td>
<td>$518,634</td>
<td>$494,327</td>
<td>$0</td>
<td>$24,308</td>
</tr>
<tr>
<td>Furniture &amp; Grp II Equipment</td>
<td>$8,593,310</td>
<td>$92,817</td>
<td>$7,464,296</td>
<td>$1,036,197</td>
</tr>
<tr>
<td>Overhead</td>
<td>$1,760</td>
<td>$1,760</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Testing &amp; Inspection &amp; Other</td>
<td>$370,833</td>
<td>$369,039</td>
<td>$0</td>
<td>$1,794</td>
</tr>
<tr>
<td>Totals:</td>
<td>$9,484,537</td>
<td>$957,942</td>
<td>$7,464,296</td>
<td>$1,062,299</td>
</tr>
</tbody>
</table>

Schedule Details

Project Duration: 10/25/2013 - 12/31/2019

Status Details

Schedule: Project has a normal range of issues. Project baselines are not in jeopardy.

Quality of Delivery: Project has a normal range of issues. Project baselines are not in jeopardy.

Cost: Project has a normal range of issues. Project baselines are not in jeopardy.

Budget Categories Chart

Budget and Expenses Chart

<table>
<thead>
<tr>
<th>Budget</th>
<th>Total Budget</th>
<th>Bond</th>
<th>Other</th>
<th>Remaining Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current</td>
<td>$9,484,537</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Previous</td>
<td>$9,484,537</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expenses</th>
<th>Current</th>
<th>Planned</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actual</td>
<td>$8,422,238</td>
<td>$8,825,456</td>
</tr>
<tr>
<td>Planned</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Bond: Measure G
Other: Contribution to Project from "other" source (Non-Bond)
Expense columns: Paid and Accrued expenses paid through the reporting period end date.
Previous Budget (Bar Graph): Board Approved budget as of the bond list revision prior to Current.
Current Budget (Bar Graph): Board approved budget as of the reporting period end date.
Planned Expenses (Bar Graph): Actual + estimated expenses from cash flow through the end of the month of which the report cut off date falls.
Actual Expenses (Bar Graph): Paid and accrued expenses through the reporting period end date.
# Project Overview Report

**Reporting Period:** Inception through 3/31/2021

**Description**
Support the Technology Master Plan by continuing the replacement of outdated computer-based technology.

### Funding Sources (Budget)

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bond</td>
<td>$1,560,000</td>
</tr>
<tr>
<td>SM - State</td>
<td>$0</td>
</tr>
</tbody>
</table>

**Total Budget:** $1,560,000

### Cost Status

<table>
<thead>
<tr>
<th>Budget Category</th>
<th>Total Budget</th>
<th>Bond Expenses</th>
<th>Other Expenses</th>
<th>Remaining Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Furniture &amp; Grp II Equipment</td>
<td>$1,558,575</td>
<td>$1,557,483</td>
<td>$0</td>
<td>$1,092</td>
</tr>
<tr>
<td>Overhead</td>
<td>$1,425</td>
<td>$1,425</td>
<td>$0</td>
<td>$0</td>
</tr>
</tbody>
</table>

**Totals:**
- Total Budget: $1,560,000
- Bond Expenses: $1,558,908
- Other Expenses: $0
- Remaining Balance: $1,092

### Schedule Details

**Project Duration:** 11/29/2016 - 03/25/2019

### Status Details

- **Schedule:** Project has a normal range of issues. Project baselines are not in jeopardy.
- **Quality of Delivery:** Project has a normal range of issues. Project baselines are not in jeopardy.
- **Cost:** Project has a normal range of issues. Project baselines are not in jeopardy.

### Budget and Expenses Chart

#### Budget

- Current ($1,560,000)
- Previous ($1,560,000)

#### Expenses

- Actual ($1,558,908)
- Planned ($1,559,264)

---

**Bond:** Measure G
**Other:** Contribution to Project from "other" source (Non-Bond)
Expense columns: Paid and Accrued expenses paid through the reporting period end date.
Previous Budget (Bar Graph): Board Approved budget as of the bond list revision prior to Current.
Current Budget (Bar Graph): Board approved budget as of the reporting period end date.
Planned Expenses (Bar Graph): Actual + Estimated expenses from cash flow through the end of the month of which the report cut off date falls.
Actual Expenses (Bar Graph): Paid and accrued expenses through the reporting period end date.
**Project Overview Report**

**Reporting Period:** Inception through 3/31/2021

**Description**
Support the Technology Master Plan by continuing the replacement of outdated computer-based technology.

**Funding Sources (Budget)**

<table>
<thead>
<tr>
<th>Bond</th>
<th>$1,341,394</th>
</tr>
</thead>
<tbody>
<tr>
<td>SM - State</td>
<td>$0</td>
</tr>
</tbody>
</table>

**Total Budget:** $1,341,394

**Cost Status**

<table>
<thead>
<tr>
<th>Budget Category</th>
<th>Total Budget</th>
<th>Bond Expenses</th>
<th>Other Expenses</th>
<th>Remaining Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contingency</td>
<td>$272,026</td>
<td>$0</td>
<td>$0</td>
<td>$272,026</td>
</tr>
<tr>
<td>Furniture &amp; Grp II Equipment</td>
<td>$1,067,843</td>
<td>$30,258</td>
<td>$0</td>
<td>$1,037,585</td>
</tr>
<tr>
<td>Overhead</td>
<td>$1,525</td>
<td>$1,525</td>
<td>$0</td>
<td>$0</td>
</tr>
</tbody>
</table>

**Totals:** $1,341,394

**Schedule Details**

Project Duration: 09/07/2018 - 01/03/2022

**Status Details**

- **Schedule**: Project has a normal range of issues. Project baselines are not in jeopardy.
- **Quality of Delivery**: Project has a normal range of issues. Project baselines are not in jeopardy.
- **Cost**: Project has a normal range of issues. Project baselines are not in jeopardy.

**Budget Categories Chart**

- Contingency (20%)
- Furniture & Grp II Equipment (80%)
- Overhead (0%)

**Budget and Expenses Chart**

**Budget**
- Current ($1,341,394)
- Previous ($1,069,368)

**Expenses**
- Actual ($31,783)
- Planned ($426,125)

---

Bond: Measure G
Other: Contribution to Project from "other" source (Non-Bond)
Previous Budget (Bar Graph): Board Approved budget as of the bond list revision prior to Current.

Current Budget (Bar Graph): Board approved budget as of the reporting period end date.
Planned Expenses (Bar Graph): Actual + Estimated expenses from cash flow through the end of the month of which the report cut off date falls.
Actual Expenses (Bar Graph): Paid and accrued expenses through the reporting period end date.
Project Overview Report

Reporting Period: Inception through 3/31/2021

Description

FFE for Building 5

Funding Sources (Budget)

<table>
<thead>
<tr>
<th>Budget Category</th>
<th>Total Budget</th>
<th>Bond Expenses</th>
<th>Other Expenses</th>
<th>Remaining Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Furniture &amp; Grp II Equipment</td>
<td>$500,000</td>
<td>$8,075</td>
<td>$0</td>
<td>$491,925</td>
</tr>
</tbody>
</table>

Total Budget: $500,000

Cost Status

Schedule Details

Project Duration: 09/01/2020 - 08/19/2021

Status Details

- Schedule: Project has a normal range of issues. Project baselines are not in jeopardy.
- Quality of Delivery: Project has a normal range of issues. Project baselines are not in jeopardy.
- Cost: Project has a normal range of issues. Project baselines are not in jeopardy.

Budget Categories Chart

- Furniture & Grp II Equipment (100%)

Budget and Expenses Chart

Budget

- Current ($500,000)
- Previous ($500,000)

Expenses

- Actual ($8,075)
- Planned ($218,908)