



# The **ACADEMY**

South Bay Regional Public Safety Training Consortium  
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**Thursday, January 17, 2013**

**10:00 am – South Bay Regional Public Safety Training  
Room 103**

**I. CALL TO ORDER**

Dr. Steve Kinsella called the meeting to order at 10:03am.

Board Present:	Dr. Steve Kinsella	Gavilan College
	Mr. Henry Yong	San Jose/Evergreen
	Mr. Alfred Muñoz	Hartnell College
	Mr. Steve Ma	Monterey Peninsula College

Absent:	Dr. Susan Estes	College of San Mateo
	Mr. John Mummert	Foothill College
	Mr. Bret Watson	De Anza College
	Dr. Ron Travenick	Ohlone College
	Mr. Rick Bennett	Mission College
	Ms. Linda Vaughn	SBRPSTC
	Mr. Michael Lombardo	SBRPSTC
	Mr. Gregg Giusiana	SBRPSTC

Also Present:	Mr. Steve Cushing	SBRPSTC
	Mr. Ernie Smedlund	SBRPSTC
	Ms. Marti Rogers	SBRPSTC

**II. APPROVAL OF MINUTES**

The meeting minutes from September 20<sup>th</sup> were approved.  
Motion to approve the minutes were made by President Yong and seconded by Mr. Alfred Muñoz. All in favor, with none opposed.

**III. CONSENT AGENDA**

None

**IV. CLOSED SESSION**

None

**V. PUBLIC COMMENT**

President Steve Cushing introduced Retired Captain Ernie Smedlund of Santa Clara County Sheriff's Department. Captain Smedlund oversees the ICI Premiere POST Courses and has done a superb job for South Bay.

Linda Vaughn and Gregg Giusiana were absent while each addressing personal issues. Mike Lombardo was enjoying a pre-scheduled vacation.

Correspondence from Mr. Amin was enclosed in each Board Packet for JPA Board review. Mr. Amin attended the CSM Academy for the initial weeks in November of 2012. He voluntarily withdrew from the academy. Topics listed in Mr. Amin's documentation were reviewed by Consortium administrators and forwarded to Board Chair, Dr. Steve Kinsella.

Board Members agreed some items mentioned could be advantageous for discussion and possibly pursue over an agreed time-line to implement. This will return for discussion at the March 21<sup>st</sup> Board Meeting.

President Yong reported the electronic infrastructure at Evergreen College began the day after winter break. With police security absent the night prior to the start of the project, copper wiring was stolen. Fortunately, lost material was replaced and the building will be ready for students to return to class for spring session.

The Evergreen College District Office recently closed escrow on a building at 40 S. Market Street in San Jose for the District Office relocation. Evergreen College hopes for a 2 year transition. Logistics will play a large role as tenant leases will need to run its course. There is nothing to update for South Bay's relocation timeline.

Gavilan is looking to lease the IBM/Bailey Rd. property to accommodate South Bay. A time line of three years is likely with anticipated negotiations involved. South Bay will move when Gavilan is prepared for us. Costs for South Bay at the Bailey Road facility will exceed costs of our current location at Evergreen.

Dr. Kinsella advised a planning session will be necessary for all College Members regarding South Bay's relocation to the Gavilan site. President Yong would like to host a future Board Meeting at Evergreen Valley College. This could enhance Member College representation to be involved by satellite.

Dr. Willard Lewallen is the new President for Hartnell College.  
<http://www.hartnell.edu/president/profile.html>

Dr. Tribely is the new President for Monterey Peninsula College.  
[http://www.montereyherald.com/local/ci\\_22324089/mpc-president-walter-tribley-sets-his-course](http://www.montereyherald.com/local/ci_22324089/mpc-president-walter-tribley-sets-his-course)

## **VI. BUSINESS**

### **a. Approval of New JPA Board Representative (A)**

As required by JPA By-laws, formal approval of each member college to have a primary representative to the JPA Board. DeAnza College has identified and requests the approval of Mr. Bret Watson, Director of Budget and Personnel, as Primary Board Member. No alternate Board representative from De Anza College has yet been identified.

A motion was made by Mr. Henry Yong to approve, seconded by Mr. Steve Ma. None opposed.

### **b. Personnel Action – Reclassification/Dean to VP Academic Affairs (A)**

At the June 20, 2010 Board meeting, approval was made for Linda Vaughn to be hired as Dean of Academic Instruction, to replace the out-going Vice President of Academic Affairs.

President Steve Cushing advanced to the Board the recommended promotion of Linda Vaughn to Vice President of Student Affairs. Dean Vaughn has exceeded all expectations as Dean of Academic Instruction and has been doing the work of a Vice President. The appropriate salary adjustment from “Dean”, (157E classification) to “Vice-President of Academic Affairs” (167D classification) range is likewise requested.

Ernie Smedlund described Linda Vaughn as the “go to person” at South Bay and definitely supports this. President Henry Yong agrees that Linda Vaughn demonstrates excellent leadership and vast knowledge in her role. He definitely supports this request.

A motion was made by President Henry Yong to approve, seconded by Mr. Steve Ma, none opposed.

**c. Personnel Action – Reclassification/Program Coordinator (A)**

President Cushing advanced to the Board the promotion of Course Coordinator Michelle Dunckle to Program Coordinator, a 102 position from her current 98 position Course Coordinator role. Michelle Dunckle oversees the Dispatch Courses in the areas as far south as Watsonville and the East Bay. Michelle’s willingness and consistent high level performance merits this well-deserved promotion.

A motion was made by to approve by Steve Ma, seconded by, Mr. Alfred Muñoz, none opposed.

**d. Salary Adjustment (D)**

Steve Cushing presented to the Board to restore salary reductions for South Bay staff. For the last 3-4 years, staff has taken a 5% pay reduction. Additionally, there was a loss of the 6% match of 401K.

Board Members in attendance did not voice any objection, it was however agreed that further clarity be presented at the March Board Meeting.

The following items were clarified:

- South Bay Staff has not received a COLA increase for the last 4 years.
- During this period, staff has adjusted to medical plan changes resulting in \$120,000.00 annual savings to the Consortium.
- Sustaining staff and boosting morale with an increased take home pay would be of most value.
- They asked that we present for their review the total amount of staff's lost salary compensation over the 5% reduction period.
- The Executive Team envisions a plan that would incrementally reinstate 2.5% effective April 1, 2013. The remaining 2.5% will be returned to staff over the course of the months to follow that the Board is willing to assist in negotiating.

The Board reconfirmed their unwavering support of South Bay. Individual Board Members plan to increase their FTE purchase for this fiscal year. One concern expressed from Board Members was regarding lost FTE over the past several years.

Member Colleges must work together in collaborative support for South Bay will need to work together. Without new information from College of San Mateo, Dr. Steve Kinsella says he will contact President Mike Claire from College of San Mateo.

e. **FTES Update (D)**

JPA Board Members received the FTES Report Summary for 2012-2013. Summarized according to discipline of Law Enforcement, Fire, Dispatch and In-Service Training, Steve reviewed with Board Members what was so far the actual and anticipated commitment levels for the 2012-13 Fiscal Year.

Steve is happy to report Member Colleges purchased additional FTES in December of 2012. Consortium Fire Partners are training all the time. With the right curriculum, Linda Vaughn is confident our numbers will be realized.

**VII. ADJOURNMENT**

Meeting adjourned at 11:08 am.

*Next meeting is scheduled for March 28, 2013.*