



Chancellor's Chat

APRIL 17, 2015

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WELCOME DR. LISA NORMAN, Ed.D. VICE CHANCELLOR HUMAN RESOURCES



At the April 9 Board meeting, the Board of Trustees unanimously approved the appointment of Dr. Lisa Norman as the Vice Chancellor of Human Resources.

Most recently, Dr. Norman was Deputy Superintendent for Human Resources with San Bernardino County Superintendent of Schools. She has extensive experience in Human Resources. Her past experience includes being a chief negotiator for three union associations, training for human resources professional development, budget development, staff management, and serving on a multitude of human resources related boards and committees.

Please join us in welcoming our new Vice Chancellor on May 1.

MY ACCREDITATION COMMITMENT

I continue to be committed to resolving the concerns found by the accrediting commission and working to implement solutions to meet the District level recommendations. This is a top priority of the District. The Ad Hoc Accreditation Task Force held its first meeting and completed an analysis of District Recommendation #1. Dr. Glen Kuck, Task Force Facilitator, attended a District Assembly meeting to provide an update. District Assembly agreed that the Policy & Procedure Work Group should "pause" its work to allow members of the District Assembly Work Group and volunteers from the ACCJC District Task Force to work on a reasonable timeline for reviewing policies and procedures over the summer. The final product will be a draft policy/procedure for the District Assembly to consider in the fall.

Regular updates to our District Community will occur via the meeting minutes on the [website](#) and verbally to our various constituency groups upon request. As always, should you have any comments or recommendations, please don't hesitate to contact me.

Future meetings are scheduled for April 20 from 10am-12pm at ATTC and April 30 from 8am-10am at ATTC.

ACCJC TASK FORCE UPDATE

As a reminder, we will be having our second Task Force meeting on **Monday, April 20th from 10-12** in the ATTC at the District. At this meeting, we will recap, update, and wrap-up District Recommendations #1 and #4 and start work on District Recommendation #2 and #3. (In reviewing our work so far, it turns out, I believe, that we fully addressed #4 as part of #1, but we'll recap just to make sure we collectively feel we did not miss anything.)

Please be sure to have reviewed the minutes from our last meeting as well as the ACCJC's District Recommendation #2 and #3. Our goal will be to wrap up #1 and #4, complete #2, and, time permitting, start on #3. I have reattached the notes from our last meeting to this email for your convenience and listed District Recommendations #2 and #3 below.

ACCJC District Recommendation #2

In order to meet the standards, the team recommends that the Board of Trustees, and the Chancellor, in consultation with the leadership of the college campuses, develop a strategy for addressing significant issues to improve the effectiveness of district human

resource services that support the colleges in their missions and functions. These issues include:

- Reliable data from the Human Resources department to support position control and other human resources functions;
- Timeliness of employee evaluations
- Responsiveness and improved timelines for employee hiring;
- Consistent policy interpretation and guidance; and
- Completion of the faculty evaluation instrument to include work on Student Learning Outcomes.

ACCJC District Recommendation #3

In order to meet the standards, the team recommends that the District follow their Resource Allocation Model focusing on transparency and inclusiveness, supported by a comprehensive district-wide Enrollment Management Plan and a Human Resource/Staffing Plan integrated with other district-wide programs and financial plans, broadly communicated to the colleges.

QUESTICA BUDGET SYSTEM UPDATE

The acquisition of Questica software application will allow staff to streamline their work and improve budgeting cycles. It also addresses the ACCJC recommendation to implement a position control system.

In the past few weeks, the Fiscal Services/Administrative Services team has trained over 130 individuals over 10 different sessions. Through the trainings, much of the

skepticism about the implementation of the software has been transformed into encouragement with the new features that Questica has to offer. Users are expected to complete budgets for FY16 in April.

BUDGET UPDATE

As we approach the deadline to formulate our Tentative Budget for Fiscal Year 2015-2016, the Fiscal Services team continues to work with Colleges, Vice Presidents of Administrative Services, District Budget Committee (DBC), and Chancellor's Cabinet to ensure a well-rounded budget process.

As part of this process, the DBC's main objective is to review and make recommendations regarding District-wide budget assumptions (revenues, allocations, COLA and growth). At its January 15, 2015 meeting, the District Budget Committee approved a recommendation to Chancellor's Cabinet to incorporate a 2% funding growth for both colleges as well as a 1.58% increase to the State FTES rate. Chancellor's Cabinet approved this recommendation on January 23, 2015. We are expecting additional recommendations from District Budget Committee in regards to FTES Allocation over the next few days.

While we remain optimistic that the Governor's May revised budget will provide additional funding for growth or our bases allocation, we also remain thoughtful of our contractual step-and-column increases obligations, rising health benefit costs and STRS and PERS increases. In addition, we have a number of unknown costs that will impact our District such as the

Affordable Care Act and AB 1522, which presents sick leave to part-time employees.

Our Fiscal department will continue to finalize the budget development process and they will provide an update of the Fiscal Year 2015-2016 Tentative Budget to our Board of Trustees during a Study Session on May 28, 2015. The Tentative Budget for Fiscal Year 2015-2016 will be presented for approval during the June 11, 2015 regular Board meeting.

CHANCELLOR SALARY RANKING

On February 18, 2015 the Press Enterprise published an article stating that Bruce Baron and Glen Kuck were among the highest paid administrators in the State of California. On April 1, 2015, the reporter made a correction stating that "A previous version of this story contained an incorrect amount for Bruce Baron's other Pay". This same statement applies to Glen Kuck. In reporting the data, an error was made that quadrupled retirement benefits; however, we have corrected the report templates and resubmitted the correct information to Transparent California and California State Controller's Office.

Since this article was published, we have made our own analysis and determined that Bruce Baron ranks 25th at the State Level. Among other Districts that pay higher than our District, we found Citrus College, Mt. San Antonio College, College of the Desert, and Chaffey College. In addition, we have received the 2014 annual salary survey that ACCCA conducts and we see that Bruce Baron ranks

among the lowest paid Chancellors of a multi-college district.

BY MARK MUCKENFUSS / STAFF WRITER

Published: Feb. 18, 2015 Updated: April 1, 2015 9:41 p.m.

CORRECTION: A previous version of this story contained an incorrect amount for Bruce Baron's "other pay."

PE Article:

<http://www.pe.com/articles/college-760612-community-bernardino.html>

Transparent California

<http://transparentcalifornia.com/salaries/san-bernardino-community-college-district/>

California State Controller's Office - Government Compensation in California

<http://publicpay.ca.gov/Reports/HigherEducation/CommunityCollegeDistrict.aspx?entityid=3652&fiscalyear=2013>

Attached please find all related material along with our own analysis and the 2014 ACCCA salary survey.

NEW GRANT AWARDS FOR ECONOMIC DEVELOPMENT & TRAINING DIVISION

The Economic Development & Training Division has been successful in building partnerships and receiving grants to address workforce improvement and economic needs in our community. Listed are highlights of the accomplishments.

- Awarded \$353,214.00 in Competitive Grant
- Awarded \$53,000.00 Contract by the Metropolitan Water District
- California Manufacturing Technology Consulting Sub-Award of \$100,000.00
- EDCT's Digital Media Grant for \$300,000 Renewed for 2015-16
- Awarded Nanotechnology Contract for \$10,000 from Norton Elementary School

Details of these accomplishments are attached.

SBCCD POLICE DEPARTMENT MEETS PEACE OFFICER STANDARDS AND TRAINING (POST) INSPECTION

In 2008 our department became a POST approved police agency. Once in the program and once a year thereafter, a representative from the agency visits our department to ensure we are meeting their standards in terms of hiring practices, ongoing training, and proper background checks for those we hire. This only applies to our police officers and dispatchers. At the time of inspection, the department is informed of new guidelines to remain in compliance. Once the audit (visit) is concluded, the Commission sends the letter to the Police Department outlining the areas that were reviewed during the inspection and the findings (if any). I am proud to report that the inspection of our Police Department resulted in no findings. Congratulations to Chief Galvez and his team for a job well done!

EMERGENCY PREPAREDNESS REPORT

In April of 2015, the police department hired Linda Morin, an Emergency Preparedness Manager Consultant from Comprehensive Emergency Management Services. As a consultant, she is responsible to ensure our District receives the proper guidance for compliance with State and Federal regulations. Linda brings to us a tremendous amount of knowledge in the field of Emergency Management.

Over the course of the past year the following tasks were accomplished;

- The annual Building Evacuation Drills were held on April 22, 2014 for both campuses.
- CERT (Community Emergency Response Team) training for the building captains at both campuses were held in June, July, and August of 2014. (This is a 20 hour course consisting of nine learning modules: Disaster Preparedness; Fire Safety; Disaster Medical Operations; Light Search and Rescue Operations; CERT organization; Disaster Psychology; Terrorism and CERT; and the Disaster Simulation.)
- EOC (Emergency Operations Center) Section Specific Training were held in June and July 2014 and will be repeated in June and July 2015.
- Annual EOC staff tabletop exercise/drill was held in October 2014.
- The Great Shakeout of 2014 was on October 16, 2014 at 10:16 AM. "Drop,

Cover, and Hold On" simulation along with evacuation of the buildings is the focus of the exercise.

- EOC awareness training for the Board of Trustees is scheduled for April 23, 2015.

In addition, the District's Emergency Operations Plan (EOP) and the current EOC locations on both campuses have been reviewed and modified. One recommendation made was that there should be only one EOC, and that should be at the District Offices in the Board Room, as currently stated in the EOP. That location is the best for centralizing the Emergency Operations response in the event which does not involve activation of the EOC

The current "EOC" located on the Valley campus is appropriate to be used as a COC (Campus Operations Center) for an event that is specific only to the Valley Campus, but which does not involve activation of the EOC staff mainly due to its size. This location needs updating and organization. The Crafton Campus does not have a functional COC at this time. The need and location for a COC at Crafton will be determined in the near future.

More news on the District can be viewed [here](#).

MY VISION

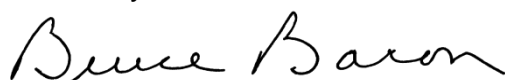
As I continue to reflect on my vision for the San Bernardino Community College District, I feel, stronger than ever, the importance of maintaining my commitment to these ideals. We have been successful in many areas of this vision. In other areas, the progress toward the vision will take time, but I remain faithful in the desire to achieve these ideals.

We Will:

- Be considered the "best" community college in the State.
- Build a culture of trust with open and respectful communication.
- Increase all partnerships with business and industry, other academic institutions, non-profit agencies so that we can be stronger through combining resources and working together.
- Improve student success as measured by the State Chancellor's Office and any additional indicators that we determine are appropriate.
- Increase our resource development and bring new grants and fundraising dollars to the colleges.
- Continue to develop and implement new academic programs that Meet the needs of our community.
- Use technology to work smarter and to improve opportunities for student success.
- Provide service to students that reflects quality and excellence.
- Enhance our safety programs and be responsive to staff concerns about environmental health and safety.
- Hold professional development, including wellness, to be an integral part of our commitment to faculty and staff.
- Be good stewards of the environment and continue to develop and implement the SBCCD Sustainability Plan and alternative energy programs.

Please let me know how I can help you in the performance of your important work on behalf of our great District.

Sincerely,



Bruce Baron
Chancellor



Q&A – Do you have a question you would like answered?

The Chancellor invites questions about the information we have shared.

MISSION STATEMENT

The mission of the San Bernardino Community College District (SBCCD) is to promote the discovery and application of knowledge, the acquisition of skills, and the development of intellect and character in a manner that prepares students to contribute effectively and ethically as citizens of a rapidly changing and increasingly technological world.

This mission is achieved through the District's two colleges, San Bernardino Valley College (SBVC) and Crafton Hills College (CHC); the Economic Development and Corporate Training Center (EDCT); and public broadcast system (KVCR TV-FM) by providing to the students and communities we serve; high quality, effective and accountable instructional programs and services.

BOARD OF TRUSTEES

The Board of Trustees of the San Bernardino Community College District is the governing body of the District. The Board is established by, and derives its power and duties from, the Constitution of the State of California and the Statutes of California as adopted by the Legislature and issued in the California Education Code, and the directives of the Board of Governors, California Community Colleges, listed in Title V, California Code of Regulations.

Seven trustees, elected from your communities, and two student representatives elected by their respective campuses govern the San Bernardino Community College District. Trustees serve a four-year term, while the non-voting student trustees serve a one-year term.

All regular and special meetings of the Board, except as otherwise required or permitted by law, are open to the public so that citizens may have the benefit of Board deliberations concerning items under consideration.

[John Longville, President](#)

[Dr. Kathleen \(Katy\) Henry, Vice President](#)

[Joseph Williams, Clerk](#)

[Donna Ferracone, Trustee](#)

[Dr. Donald L. Singer, Trustee](#)

[Alexis Panaguiton, CHC Student Trustee](#)

[Gloria Macías Harrison, Trustee](#)

[Nickolas W. Zoumbos, Trustee](#)

[Tiffany Guzman, SBVC Student Trustee](#)

ACCJC DISTRICT RECOMMENDATION #1

Recommendation 1	What triggered the findings?	What needs to be done to address the findings?	What evidence will we provide and in what format?	Necessary Resources
<p>In order to meet the standards, the team recommends that the Board of Trustees examine its role in the development of policies and ensure that it acts in a manner consistent with its approved policies and bylaws. The team further recommends that the Board of Trustees take steps to ensure that all policies are developed or revised within the framework of the established input and participation process</p>	<ol style="list-style-type: none"> 1) Lack of systematic and ongoing review of Board Policies/Administrative Procedures within specified timeline; <ol style="list-style-type: none"> a. No policy review in place for at least 4 years; b. Last minute rush to do all BP/AP means that reviews could not be done in a meaningful way; c. AP6610 did not go through the agreed to process. It was rushed through based on “business necessity;” d. Chancellor’s evaluation process – Used a different process than was in BP/AP and then approved new process after the fact 2) Currently, no locally structured training or orientation. Every trustee needs to know and follow their Board BP/APs. Need to know time sensitive BP/APs; No evidence of local, structured, and/or comprehensive training. 3) President of Board of Trustees should make sure the Board is following BP/APs. There is no specific Board President training. 	<ol style="list-style-type: none"> 1) Need to define timeline and systematic process for BP/AP review (timing should be specific and achievable) <ol style="list-style-type: none"> a. Monitor and track progress b. Clearly defined and communicated c. Subject expert review and tracking d. Overall tracking via checklist e. Track rationale for any changes f. Watch for conflict with other BP/AP g. Need to make sure “current” policies available online h. Should be included in Board self-evaluation 2) Board Training <ol style="list-style-type: none"> a. Board Handbook (Bruce to make available, if not already; will be discussed at District Assembly) b. Develop Board SLOs – What should every Board member know and be trained on. 3) Develop local Board President Training which should be included in overall Board Handbook/Training 	<ol style="list-style-type: none"> 1) Use Collegial Consultation process to develop BP/AP on BP/AP development/review process to develop/review/monitor <ol style="list-style-type: none"> a. Minutes b. Draft/Completed BP/AP c. Checklist d. Comment form for BP/AP e. Review f. Campus Awareness g. Show that we have gone through/starting process 2) Training plan <ol style="list-style-type: none"> a. Minutes b. Systematic vs one-time c. Develop list of base knowledge and include in policy d. No violations e. College surveys f. Board Self-Evaluation 	<p>Depends on discussion at District Assembly, but may include:</p> <ul style="list-style-type: none"> • Help with constituent appointees • Clerical Support • Process facilitation • Sample from Chaffey BP2410 • Colleen Leon, Glen Kuck, Donna Ferracone
<p>Follow-Up Items:</p> <ol style="list-style-type: none"> 1) Cheryl to provide example of BP that helps to delineate role of Board in governance versus operations and the process that can be followed if a perception arises that the Board is overstepping into the operations side. 2) Bruce to provide access to the Board Handbook 3) Sarah to provide copy of Senate Bill 235 (7090102) on role of CSEA/Classified Senate in the Collegial Consultation process 4) Discuss at District Assembly whether work on Board Handbook and BP/AP review process should be continued with District Assembly or whether, in the interest of time, task force should play point. 		<p>Parking Lot:</p> <ul style="list-style-type: none"> • As part of the transition of the outgoing Board President to the incoming Board President, consideration should be given for the timing of the change. Currently, the transition occurs without any overlap or training; • In considering the training and role of the Board President, it should be made clear that the Board President is ultimately responsible to orient new board members and student trustees; • “Periodic Review” needs to be defined 		

ACCJC District Recommendations Task Force

April 6, 2015
Minutes
 10:00 a.m. – 12:00p.m.
 ATTC 119

TOPIC	DISCUSSION
Introductions/Present	Denise Allen, Bruce Baron, Marco Cota, Donna Ferracone, Gloria Fisher, Jeremiah Gilbert, Celia Huston, Haragewen Kinde, Glen Kuck, Colleen Leon, John Longville, Cheryl Marshall, Sarah Miller, Amalia Perez, Thomas Robles, James Smith, Crystal Sultzbaugh, Michelle Tinoco, Jose Torres, Rebecca Warren-Marlatt, Keith Wurtz
Review of the Minutes	Once approved, minutes and materials will be posted on the District web-site: http://www.sbccd.org/About_the_District/Chancellor/Accreditation
Task Force Purpose	The task force reviewed and collectively agreed to the purpose of the task force: 1) Distill what triggered the visiting teams' findings; 2) Evaluate what needs to be done to address the findings; 3) Identify resources, points of accountability, and timelines that will be necessary to address the findings; 4) List what evidence will satisfy the visiting team to show we have addressed each recommendation.
Task force Scope	The task force collectively agreed that its scope will be limited to the ACCJC District recommendations and addressing specific concerns and/or recommendations made by the visiting teams. The scope of the task force WILL NOT cover college recommendations or District concerns not raised by the ACCJC/visiting teams. Items that are agreed to be out of scope will place in a "parking lot."
Goals	The task force reviewed and collectively agreed to the following goals for the task force: 1) Develop a tactical plan that will enable us to completely satisfy the ACCJC District Recommendations with evidence to support our addressing the recommendations and satisfying the standards; 2) Develop a tactical plan that "WE ALL" believe can satisfy the ACCJC District Recommendations; 3) Work as a team to communicate the work that has and will be done to re-instill confidence in our colleges' and district's ability to serve our community; 4) Develop a monitoring process that "WE ALL" believe is accurate, timely, meaningful, and transparent.
Norms	Glen reviewed the norms that will be used and expected of all task force members (see attached)
Perspective	The task force was asked to place themselves in the role of a visiting team members that will be visiting the colleges next year. The role of team members, the value of serving, the preparation required, and the evidence needed were reviewed. The characteristics of good evidence, per the ACCJC, was also reviewed.
District Recommendation #1	See 040615 ACCJC Task Force Meeting Summary for specific discussion items. The BP/AP review process is currently being discussed in District Assembly as is the Board Training Handbook. Both are agenda items for the 04/07/15 District Assembly meeting. The task force collectively agreed to discuss and review both items with the District Assembly to see if it would be best for District Assembly to play point on these processes or for the task force to continue working on them.
Future Meeting	April 20 th from 10am-noon April 30 th from 8am-10am

Multiple - Chief Executive Officer

Year	College Name	Position 1: Title of Chief Executive Officer	Maximum Annual Salary+	Years To Maximum Longevity With Longevity Pay	Without Doctorate - Maximum Annual Salary With Longevity Pay	Maximum Annual Salary+	Years To Maximum Longevity With Longevity Pay	With Doctorate - Maximum Annual Salary With Longevity Pay	# Of Paid Holidays	# Of Vacation Days	# Years Contract
2014	Chabot-Las Positas CCD	Chancellor	\$240,000			\$240,000		\$240,000	17	22	3
2014	Coast CCD	Chancellor	\$248,000		\$248,000	\$248,000		\$248,000	10	35	3
2014	Contra Costa CCD	Chancellor	\$315,264		\$315,264	\$316,476		\$316,476	19	25	3
2014	Foothill-De Anza CCD	Chancellor	\$278,651			\$281,051			16	24	2
2014	Grossmont-Cuyamaca CCD	Chancellor	\$248,318		\$248,318	\$248,318		\$248,318		24	3
2014	Kern CCD	Chancellor	\$313,852			\$313,852			14	36	4
2014	Los Angeles CCD	Chancellor	\$388,000			\$388,000			16	24	3
2014	Los Rios CCD	Chancellor				\$280,875		\$280,875	17	24	3
2014	North Orange County CCD	Chancellor	\$244,800		\$244,800	\$244,800		\$244,800	17	26	4
2014	Peralta CCD	Chancellor	\$309,525		\$309,525	\$309,525		\$309,525	18	22	1
2014	Rancho Santiago CCD	Chancellor	\$257,328		\$257,328	\$257,328		\$257,328	18	27	3
2014	Riverside CCD	Chancellor	\$260,000		\$260,000	\$260,000		\$260,000	14	22	3
2014	San Bernardino CCD	Chancellor	\$240,000		\$240,000	\$241,140		\$241,140	15	23	4
2014	San Diego CCD	Chancellor	\$275,881		\$275,881	\$275,881		\$275,881	15	25	4
2014	San Jose/ Evergreen CCD	Chancellor	\$300,881		\$300,881	\$300,881		\$300,881	17	24	3
2014	San Mateo County CCD	Chancellor	\$309,960		\$309,960	\$309,960		\$309,960	16	30	4
2014	South Orange County CCD	Chancellor	\$309,132		\$309,132	\$309,132		\$309,132	18	29	6
2014	State Center CCD	Chancellor	\$221,870		\$221,870	\$221,870		\$221,870	0	24	4
2014	Ventura County CCD	Chancellor	225000			225000		225000	15	20	3
2014	West Hills CCD	Chancellor	\$306,060			\$306,060		\$306,060	15	22	3
2014	West Valley-Mission CCD	Chancellor	\$238,690			\$238,690			14	25	35
2014	Yosemite CCD	Chancellor	\$259,199	40	\$259,199	\$261,460	40	\$261,460	17	21	3
2014	Yuba CCD	Chancellor	\$222,239		\$222,239	\$225,539		\$225,539	20	22	2

2014 ALL MULTIPLE-DISTRICT COLLEGES:

Chief Executive Officer Mean (Average)	\$273,302	40	\$268,160	\$274,080	40	\$267,487	15	25	5
Chief Executive Officer Median	\$259,600	40	\$259,199	\$261,460	40	\$260,000	16	24	3
Chief Executive Officer Minimum	\$221,870	40	\$221,870	\$221,870	40	\$221,870	0	20	1
Chief Executive Officer Maximum	\$388,000	40	\$315,264	\$388,000	40	\$316,476	20	36	35
Count of responses	22	1	15	23	1	19	22	23	23

2013 ALL MULTIPLE-DISTRICT COLLEGES:

Multiple - Chief Executive Officer

Year	College Name	Position 1: Title of Chief Executive Officer	Maximum Annual Salary+	Years To Maximum Longevity With Longevity Pay	Without Doctorate - Maximum Annual Salary With Longevity Pay	Maximum Annual Salary+	Years To Maximum Longevity With Longevity Pay	With Doctorate - Maximum Annual Salary With Longevity Pay	# Of Paid Holidays	# Of Vacation Days	# Years Contract
	Chief Executive Officer Mean (Average)		\$260,331	40	\$237,946	\$260,956	40	\$254,823	16	25	4
	Chief Executive Officer Median		\$254,400	40	\$246,500	\$255,159	40	\$254,800	16	24	3
	Chief Executive Officer Minimum		\$218,000	40	\$25,800	\$218,000	40	\$218,000	10	20	1
	Chief Executive Officer Maximum		\$370,000	40	\$291,930	\$370,000	40	\$291,930	20	36	35
	Count of responses		22	1	16	23	1	19	22	23	23

Multiple - Chief Executive Officer

Year	College Name	Position 1: Title of Chief Executive Officer	Rolling Contract?	Total Value of Benefits Package	# Family Members Included	Health Benefits	Vision Benefits	Dental Benefits	Life Insurance	Other Benefits	Car/ Mileage Allowance
2014	Chabot-Las Positas CCD	Chancellor	No	\$17,539	3	Yes	Yes	Yes	Yes		\$6,000
2014	Coast CCD	Chancellor	No	\$41,300	No answer	Yes	Yes	Yes	Yes	Additional life insurance at \$0.26 per \$1000; minimum \$100K - maximum \$500K or 2 X annual salary Annuity in the form of deferred compensation on behalf of Chancellor. District contributions of \$12,000 per year.	\$4,800
2014	Contra Costa CCD	Chancellor	Yes	\$33,858	No answer	Yes	Yes	Yes	Yes	EAP	\$7,200
2014	Foothill-De Anza CCD	Chancellor	Yes	\$29,193	No answer	Yes	Yes	Yes	Yes	Disability	\$6,704
2014	Grossmont-Cuyamaca CCD	Chancellor	No	\$27,887	All	Yes	Yes	Yes	Yes		\$10,200
2014	Kern CCD	Chancellor	No	\$14,761	All	Yes	Yes	Yes	Yes		
2014	Los Angeles CCD	Chancellor	No	\$8,086	2	Yes	Yes	Yes	Yes	EAP	\$0
2014	Los Rios CCD	Chancellor	No	\$15,032	All	Yes	No	Yes	Yes		\$6,600
2014	North Orange County CCD	Chancellor	Yes	\$17,000	None	Yes	No	No	No		\$0
2014	Peralta CCD	Chancellor	Yes	\$27,636	All	Yes	Yes	Yes	Yes		
2014	Rancho Santiago CCD	Chancellor	Yes	\$25,822	3	Yes	No	Yes	Yes		
2014	Riverside CCD	Chancellor	Yes	\$25,955	2	Yes	Yes	Yes	Yes		\$12,000
2014	San Bernardino CCD	Chancellor	No	\$14,000	All	Yes	Yes	Yes	Yes		\$24,000
2014	San Diego CCD	Chancellor	Yes	\$19,154	All	Yes	Yes	Yes	Yes		
2014	San Jose/ Evergreen CCD	Chancellor	Yes	\$30,961	All	Yes	Yes	Yes	Yes	EAP, Long Term Disability, Dep Life	
2014	San Mateo County CCD	Chancellor	Yes	\$15,820	2	Yes	Yes	Yes	Yes		\$0
2014	South Orange County CCD	Chancellor	No	\$61,599	1	Yes	Yes	Yes	Yes	Hyatt Legal, LTC, LTD,WC,STRS,MEDI	\$14,400
2014	State Center CCD	Chancellor	Yes	\$13,879	All	Yes	Yes	Yes	Yes		\$8,400
2014	Ventura County CCD	Chancellor	No	16586	All	Yes	Yes	Yes	Yes		
2014	West Hills CCD	Chancellor	Yes	\$18,000	3	Yes	Yes	Yes	Yes		
2014	West Valley-Mission CCD	Chancellor	Yes	\$18,050	No answer	Yes	Yes	Yes	Yes		
2014	Yosemite CCD	Chancellor	Yes	\$18,582	All	Yes	Yes	Yes	Yes		\$20,012
2014	Yuba CCD	Chancellor	Yes	\$20,961	All	Yes	Yes	Yes	Yes		\$7,200

2014 ALL MULTIPLE-DISTRICT COLLEGES:

Chief Executive Officer Mean (Average)	\$23,116	2	\$8,501
Chief Executive Officer Median	\$18,582	2	\$7,200
Chief Executive Officer Minimum	\$8,086	1	\$0
Chief Executive Officer Maximum	\$61,599	3	\$24,000
Count of responses	23	7	15

2013 ALL MULTIPLE-DISTRICT COLLEGES:

Multiple - Chief Executive Officer

Year	College Name	Position 1: Title of Chief Executive Officer	Rolling Contract?	Total Value of Benefits Package	# Family Members Included	Health Benefits	Vision Benefits	Dental Benefits	Life Insurance	Other Benefits	Car/Mileage Allowance
		Chief Executive Officer Mean (Average)		\$24,651	2						\$9,882
		Chief Executive Officer Median		\$19,827	2.5						\$8,700
		Chief Executive Officer Minimum		\$8,086	1						\$4,800
		Chief Executive Officer Maximum		\$72,000	4						\$21,787
		Count of responses		23	8						12

Multiple - Chief Executive Officer

Year	College Name	Position 1: Title of Chief Executive Officer	Supplemental Life Insurance Policy Premiums	Expense Allowance	District-Paid 403(b) or 457 Plans	District-Provided Cell Phone	District-Provided Home Office/ Computer	Foundation Funds	Other Specific Allowances/ Stipends
2014	Chabot-Las Positas CCD	Chancellor		\$14,940					
2014	Coast CCD	Chancellor	\$12,000	\$6,000		\$1,000			
2014	Contra Costa CCD	Chancellor		\$9,600	\$4,800				
2014	Foothill-De Anza CCD	Chancellor		\$9,751		\$1,800	\$1,000		401 retirement plan - Annual value: \$12,000
2014	Grossmont-Cuyamaca CCD	Chancellor		\$12,000		\$2,400			Travel \$5,000, Long Term Care \$1,200, Memberships \$2,000, Reimburse business expenses incurred
2014	Kern CCD	Chancellor			\$37,662				
2014	Los Angeles CCD	Chancellor	\$0	\$0	\$0	\$0	\$0	\$0	0
2014	Los Rios CCD	Chancellor		\$9,000		\$1,500			
2014	North Orange County CCD	Chancellor	\$0	\$0	\$0	\$650			
2014	Peralta CCD	Chancellor							Travel Allowance/ Stipend: \$6,000
2014	Rancho Santiago CCD	Chancellor		\$6,112	\$6,417	\$1,212	\$2,000		Housing allowance: \$30,558
2014	Riverside CCD	Chancellor		\$14,400		\$1,000			Housing allowance: \$30,000/ yr
2014	San Bernardino CCD	Chancellor				\$2,400			
2014	San Diego CCD	Chancellor							
2014	San Jose/ Evergreen CCD	Chancellor			\$10,000				cell-phone stipend: \$80/month
2014	San Mateo County CCD	Chancellor		\$0	\$18,240				Cell phone stipend: \$1,080
2014	South Orange County CCD	Chancellor				\$1,980	\$1,440		The District pays for professional memberships and travel outside Orange County aligned with District policy and procedures.
2014	State Center CCD	Chancellor	\$8	\$6,000					
2014	Ventura County CCD	Chancellor				900			
2014	West Hills CCD	Chancellor							
2014	West Valley-Mission CCD	Chancellor		\$1,000					
2014	Yosemite CCD	Chancellor							
2014	Yuba CCD	Chancellor				\$900			\$600/ month travel stipend

2014 ALL MULTIPLE-DISTRICT COLLEGES:

Chief Executive Officer Mean (Average)	\$3,002	\$6,831	\$11,017	\$1,312	\$1,110	\$0
Chief Executive Officer Median	\$4	\$6,112	\$6,417	\$1,106	\$1,220	\$0
Chief Executive Officer Minimum	\$0	\$0	\$0	\$0	\$0	\$0
Chief Executive Officer Maximum	\$12,000	\$14,940	\$37,662	\$2,400	\$2,000	\$0
Count of responses	4	13	7	12	4	1

2013 ALL MULTIPLE-DISTRICT COLLEGES:

Multiple - Chief Executive Officer

Year	College Name	Position 1: Title of Chief Executive Officer	Supplemental Life Insurance Policy Premiums	Expense Allowance	District-Paid 403(b) or 457 Plans	District-Provided Cell Phone	District-Provided Home Office/ Computer	Foundation Funds	Other Specific Allowances/ Stipends
		Chief Executive Officer Mean (Average)	\$6,004	\$11,157	\$14,469	\$1,526	\$1,480		
		Chief Executive Officer Median	\$6,004	\$9,600	\$12,416	\$1,466	\$1,440		
		Chief Executive Officer Minimum	\$8	\$500	\$4,800	\$900	\$1,000	\$0	
		Chief Executive Officer Maximum	\$12,000	\$24,000	\$28,245	\$2,400	\$2,000	\$0	
		Count of responses	2	12	4	9	3	0	

Multiple - Chief Executive Officer

Year	College Name	Position 1: Title of Chief Executive Officer	Total Amount Of Allowances/ Stipends
2014	Chabot-Las Positas CCD	Chancellor	\$20,940
2014	Coast CCD	Chancellor	\$23,800
2014	Contra Costa CCD	Chancellor	\$21,600
2014	Foothill-De Anza CCD	Chancellor	\$31,255
2014	Grossmont-Cuyamaca CCD	Chancellor	\$32,800
2014	Kern CCD	Chancellor	\$37,662
2014	Los Angeles CCD	Chancellor	\$0
2014	Los Rios CCD	Chancellor	\$17,100
2014	North Orange County CCD	Chancellor	\$650
2014	Peralta CCD	Chancellor	\$6,000
2014	Rancho Santiago CCD	Chancellor	\$46,299
2014	Riverside CCD	Chancellor	\$57,400
2014	San Bernardino CCD	Chancellor	\$26,400
2014	San Diego CCD	Chancellor	\$0
2014	San Jose/ Evergreen CCD	Chancellor	\$10,960
2014	San Mateo County CCD	Chancellor	\$19,320
2014	South Orange County CCD	Chancellor	\$17,820
2014	State Center CCD	Chancellor	\$14,408
2014	Ventura County CCD	Chancellor	0
2014	West Hills CCD	Chancellor	
2014	West Valley-Mission CCD	Chancellor	\$1,000
2014	Yosemite CCD	Chancellor	\$20,012
2014	Yuba CCD	Chancellor	\$8,100

2014 ALL MULTIPLE-DISTRICT COLLEGES:

Chief Executive Officer Mean (Average)	\$18,797
Chief Executive Officer Median	\$18,570
Chief Executive Officer Minimum	\$0
Chief Executive Officer Maximum	\$57,400
Count of responses	22

2013 ALL MULTIPLE-DISTRICT COLLEGES:

Multiple - Chief Executive Officer

Year	College Name	Position 1: Title of Chief Executive Officer	Total Amount Of Allowances/ Stipends
		Chief Executive Officer Mean (Average)	\$19,573
		Chief Executive Officer Median	\$17,066
		Chief Executive Officer Minimum	\$0
		Chief Executive Officer Maximum	\$63,122
		Count of responses	23

Transparent California Data
Salaries for Year 2013

Rank	Employee Name	Job Title	Base Pay	Overtime Pay	Other Pay	Benefits	Total Pay	Total Pay & Benefits	Year	Notes	Agency
1	Andreea Serban	Superintendent/President	16,250.04	-	346,349.56	30,714.36	362,599.60	393,313.96	2013		Santa Barbara City College
2	Van Hook, Dianne	Chancellor, Santa Clarita Community College Distr	290,000.04	-	40,558.10	62,295.90	330,558.14	392,854.04	2013		College of the Canyons
3	FALLO, THOMAS M	PRESIDENT	306,905.03	-	21,166.60	62,734.70	328,071.63	390,806.33	2013		El Camino College
4	CHUI L TSANG	SUPERINTENDENT/PRESIDENT	337,000.08	-	-	47,822.08	337,000.08	384,822.16	2013		Santa Monica College
5	Serrano, Sandra V.	Chancellor	304,595.18	-	28,245.00	38,857.68	332,840.18	371,697.86	2013		Kern Community College District
6	Gary Poertner	Chancellor	299,228.56	-	17,400.00	47,656.00	316,628.56	364,284.56	2013		South Orange Community College District
7	Sharpe, Jon Robert	Deputy Chancellor	230,583.96	-	80,644.33	49,286.67	311,228.29	360,514.96	2013		Los Rios Community College District
8	Oakley, Eloy O	Superintendent-President	260,316.00	-	31,950.00	59,771.75	292,266.00	352,037.75	2013		Long Beach City College
9	Helen Benjamin	Chancellor	291,908.00	-	18,012.00	38,189.29	309,920.00	348,109.29	2013		Contra Costa Community College District
10	Russell Rodriguez	Chancellor	257,161.84	-	37,572.00	51,676.67	294,733.84	346,410.51	2013		Rancho Santiago Community College District
11	Francis Gornick	Chancellor	298,773.06	-	-	46,262.28	298,773.06	345,035.34	2013		West Hills Community College District
12	Ronald D Galatolo	Chancellor	291,876.00	-	-	46,244.00	291,876.00	338,120.00	2013		San Mateo Community College District
13	KINSELLA STEVEN M	PRESIDENT / SUPERINTENDENT	268,245.90	-	12,000.00	56,076.94	280,245.90	336,322.84	2013		Gavilan College
14	PERRI-PETRUOLO, GERALDINE MARIE	Superintendent/president	267,912.00	-	25,540.00	40,126.00	293,452.00	333,578.00	2013		Citrus College
15	Linda M Thor	Chancellor	275,919.64	-	20,442.38	35,886.86	296,362.02	332,248.88	2013		Foothill/Deanza District
16	Andrew Jones	Chancellor	243,776.00	-	36,042.00	47,802.00	279,818.00	327,620.00	2013		Coast Community College District
17	FRANCISCO RODRIGUEZ	President	256,208.28	-	19,500.00	47,505.32	275,708.28	323,213.60	2013		Miracosta College
18	Deegan Robert P	Superintendent/President	268,575.00	-	11,982.00	41,224.00	280,557.00	321,781.00	2013		Palomar College
19	Rita M Cepeda	Chancellor	268,940.34	-	960.00	48,453.41	269,900.34	318,353.75	2013		San Jose Evergreen Community College District
20	Scroggins, William T.	President/CEO	232,452.00	-	12,000.00	73,288.00	244,452.00	317,740.00	2013		Mt. San Antonio College
21	Joan E Smith	Chancellor	256,234.69	-	14,600.04	45,146.13	270,834.73	315,980.86	2013		Yosemite Community College District
22	Kinnamon, Joel Lee	Superintendent/president	242,572.00	-	33,333.00	37,818.00	275,905.00	313,723.00	2013		College of the Desert
23	Henry D Shannon	Superintendent/President	231,276.14	-	63,327.60	16,657.47	294,603.74	311,261.21	2013		Chaffey College
24	Jose M Ortiz	Chancellor	271,160.19	-	1,200.00	36,223.24	272,360.19	308,583.43	2013		Peralta Community College District
25	BARON, BRUCE R	CHANCELLOR	234,999.96	-	26,400.00	41,833.20	261,399.96	303,233.16	2013		San Bernardino Community College District
26	Ronald D Kraft	Superintendent/President	229,619.53	-	27,353.83	44,754.31	256,973.36	301,727.67	2013		Napa Valley College
27	Browning, Gari L	President/Superintendent	229,047.48	-	35,506.32	36,542.47	264,553.80	301,096.27	2013		Ohlone College
28	Frank Chong	President/Superintendent	241,051.27	-	15,000.00	43,860.33	256,051.27	299,911.60	2013		Santa Rosa Junior College
29	Carroll M Constance	Chancellor	267,976.00	-	-	27,700.00	267,976.00	295,676.00	2013		San Diego Community College District
30	Adriana Barrera	Deputy Chancellor	251,516.00	-	12,180.00	31,100.00	263,696.00	294,796.00	2013	Employee held multiple positions.	Los Angeles Community College District
31	ROCHA, MARK WILLIAM	PRESIDENT	240,064.14	-	12,000.00	38,831.85	252,064.14	290,895.99	2013		Pasadena City College
32	King, Daniel Brian	Chancellor	222,056.67	-	23,967.10	40,943.70	246,023.77	286,967.47	2013		Los Rios Community College District
33	David W Coon	Superintendent President	224,062.16	-	19,694.82	42,624.23	243,756.98	286,381.21	2013		College Of Marin
34	MILES, CINDY L	CHANCELLOR	245,000.04	-	12,600.00	27,483.90	257,600.04	285,083.94	2013		Grossmont-Cuyamaca CCD
35	Laguerre, Jowel	Superintendent-President	236,175.00	-	9,900.06	37,945.74	246,075.06	284,020.80	2013		Solano Community College
36	Patrick E Schmitt	CHANCELLOR	231,564.96	-	24,000.00	25,693.80	255,564.96	281,258.76	2013		West Valley Mission CCD
37	DOFFONEY JR, NED	Chancellor	238,199.50	6,600.50	-	32,137.08	244,800.00	276,937.08	2013		North Orange Community College District
38	Glenn Roquemore	President	226,914.00	-	8,760.00	41,036.00	235,674.00	276,710.00	2013		South Orange Community College District
39	Daniel LaVista	Chancellor	185,000.00	-	64,718.00	23,822.00	249,718.00	273,540.00	2013		Los Angeles Community College District
40	Peter Garcia	President	225,095.00	-	7,200.00	40,466.29	232,295.00	272,761.29	2013		Contra Costa Community College District
41	James W Keller	Deputy Chancellor	221,796.00	-	-	50,208.00	221,796.00	272,004.00	2013		San Mateo Community College District
42	Eskandari-Azari, Cynthia R	Chancellor	220,378.00	-	18,095.00	32,330.00	238,473.00	270,803.00	2013		Riverside Community College District
43	LEWALLEN WILLARD C	President/Superintendent	225,000.00	-	6,500.00	38,871.76	231,500.00	270,371.76	2013		Hartnell College
44	Donald Warkentin	President	229,557.00	-	-	39,366.08	229,557.00	268,923.08	2013		West Hills Community College District
45	Ronald C Taylor	Superintendent / President	219,000.00	-	8,400.00	40,772.02	227,400.00	268,172.02	2013		Merced College
46	Moore, Jamillah K.	Chancellor	225,000.00	-	900.00	41,809.99	225,900.00	267,709.99	2013		Ventura County CCD
47	Michael B Murphy	President	221,793.76	-	16,465.42	28,421.75	238,259.18	266,680.93	2013		Foothill/Deanza District
48	Tod Burnett	President	211,008.00	-	9,510.00	45,704.00	220,518.00	266,222.00	2013		South Orange Community College District
49	Douglas Houston	Chancellor	221,180.56	-	8,100.00	36,531.56	229,280.56	265,812.12	2013		Yuba Community College District
50	LACY, LINDA L	PRESIDENT/SUPERINTENDENT	226,600.00	-	10,800.00	28,334.08	237,400.00	265,734.08	2013		Cerritos College

Rank	Employee Name	Job Title	Base Pay	Overtime Pay	Other Pay	Benefits	Total Pay	Total Pay & Benefits	Year	Notes	Agency
51	Judy Miner	President	221,793.74	-	16,460.48	27,183.93	238,254.22	265,438.15	2013		Foothill/Deanza District
52	Blue, Deborah G	Chancellor	232,443.00	-	175.44	32,110.78	232,618.44	264,729.22	2013		State Center Community College District
53	Ken Stoppenbrink	Deputy Chancellor	219,277.08	-	-	45,333.98	219,277.08	264,611.06	2013		West Hills Community College District
54	DREYFUSS, TERESA	SUPERINTENDENT/PRESIDENT	214,458.34	-	6,666.69	42,731.21	221,125.03	263,856.24	2013		Rio Hondo College
55	Johns Bryan	President	220,216.00	-	9,844.00	33,430.00	230,060.00	263,490.00	2013		Coast Community College District
56	Stan A Carrizosa	Superintendent/President	225,000.00	-	9,000.00	28,627.45	234,000.00	262,627.45	2013		College of the Sequoias
57	Duncan, William Henry	President	212,400.00	-	12,417.00	37,071.00	224,817.00	261,888.00	2013		Sierra College
58	Susan Sperling	PRESIDENT CHABOT COLLEGE	203,200.00	-	14,940.00	38,374.57	218,140.00	256,514.57	2013		Chabot-Las Positas CCD
59	MARSHALL, CHERYL	PRESIDENT, CHC	167,538.00	-	14,340.00	72,902.09	181,878.00	254,780.09	2013		San Bernardino Community College District
60	HART, KATHLEEN	SUPERINTENDENT/PRESIDENT	218,435.22	-	7,493.03	28,511.43	225,928.25	254,439.68	2013		San Joaquin Delta College
61	Hsieh C Patricia	College President	221,244.00	-	-	31,063.00	221,244.00	252,307.00	2013		San Diego Community College District
62	Robert S Kratochvil	President	197,440.00	-	7,200.00	44,687.28	204,640.00	249,327.28	2013		Contra Costa Community College District
63	Henry C Yong	President	202,572.48	-	960.00	45,186.18	203,532.48	248,718.66	2013		San Jose Evergreen Community College District
64	Anita Carleo	President	200,974.00	-	12,180.00	34,703.00	213,154.00	247,857.00	2013		Los Angeles Community College District
65	Michael E Claire	President	211,440.00	-	-	35,345.00	211,440.00	246,785.00	2013		San Mateo Community College District
66	Burgess J Terrence	College President	221,244.00	-	-	22,209.00	221,244.00	243,453.00	2013		San Diego Community College District
67	Juan Vazquez	President, SCC	211,690.48	-	3,975.36	27,414.93	215,665.84	243,080.77	2013		Rancho Santiago Community College District
68	Erlinda Martinez	President. SAC	211,690.48	-	3,975.36	27,414.93	215,665.84	243,080.77	2013		Rancho Santiago Community College District
69	VURDIEN, RAMALINGUM	President, Fullerton College	199,079.01	19,682.17	-	23,419.15	218,761.18	242,180.33	2013		North Orange Community College District
70	Schultz, Roger W	Superintendent/president	188,388.00	-	15,855.00	37,678.00	204,243.00	241,921.00	2013		Mt. San Jacinto College
71	Victor Jaime	Superintendent/President	200,000.04	-	9,140.00	31,247.27	209,140.04	240,387.31	2013		Imperial Valley College
72	Regina S Stroud	President	211,440.00	-	-	28,107.00	211,440.00	239,547.00	2013		San Mateo Community College District
73	Marvin Martinez	President	190,910.00	-	12,180.00	35,821.00	203,090.00	238,911.00	2013		Los Angeles Community College District
74	Walter Tribley	President	204,861.62	-	-	32,876.57	204,861.62	237,738.19	2013		Monterey Peninsula College
75	Parnell Jr, Dale Paul	President	194,155.00	-	9,000.00	34,223.00	203,155.00	237,378.00	2013		Riverside Community College District
76	Kathryn Smith	President / Superintendent	206,492.00	-	-	30,500.00	206,492.00	236,992.00	2013		College of the Redwoods
77	Dennis Harkins	President	194,627.00	-	9,262.00	31,271.00	203,889.00	235,160.00	2013		Coast Community College District
78	FISHER, GLORIA M	PRESIDENT, SBVC	153,786.26	-	10,590.00	69,689.20	164,376.26	234,065.46	2013		San Bernardino Community College District
79	Monte Perez	President	194,153.00	-	12,180.00	27,091.00	206,333.00	233,424.00	2013		Los Angeles Community College District
80	Perry, Kimberly	Superintendent/President	187,460.00	-	12,287.00	33,588.00	199,747.00	233,335.00	2013		Butte-Glenn Community College District
81	Carole Goldsmith	President	196,800.00	-	-	36,164.54	196,800.00	232,964.54	2013		West Hills Community College District
82	Rosenthal, Rachel E.	College President	185,337.04	-	19,251.60	28,364.83	204,588.64	232,953.47	2013		Los Rios Community College District
83	Luster T Pamela	College President	203,220.00	-	-	29,199.00	203,220.00	232,419.00	2013		San Diego Community College District
84	Denise F Noldon	President	199,065.00	-	8,412.00	24,694.68	207,477.00	232,171.68	2013		Contra Costa Community College District
85	Jeffery, Kathryn E.	College President	184,843.23	-	13,750.80	33,541.56	198,594.03	232,135.59	2013		Los Rios Community College District
86	ZACOVIC, MARK JOSEPH	PRESIDENT	185,000.04	-	9,600.00	35,454.78	194,600.04	230,054.82	2013		Grossmont-Cuyamaca CCD
87	Jill R Stear	President, Modesto Jr College	184,744.60	-	7,200.00	37,345.94	191,944.60	229,290.54	2013		Yosemite Community College District
88	Loretta Adrian	President	184,481.00	-	8,999.00	35,532.00	193,480.00	229,012.00	2013		Coast Community College District
89	COOKE, SUNITA V	PRESIDENT	185,000.04	-	9,600.00	34,350.54	194,600.04	228,950.58	2013		Grossmont-Cuyamaca CCD
90	Gilbert H Strk	President	190,366.02	-	14,593.32	23,331.36	204,959.34	228,290.70	2013		Cuesta College
91	Kathleen Burke-Kelly	President	178,200.00	-	12,180.00	37,426.00	190,380.00	227,806.00	2013		Los Angeles Community College District
92	Mayo, Sandra L	President	189,123.00	-	9,000.00	29,160.00	198,123.00	227,283.00	2013		Riverside Community College District
93	Yasmin Delahoussaye	President	181,293.00	-	12,180.00	33,080.00	193,473.00	226,553.00	2013		Los Angeles Community College District
94	Flores Carlson, Rosa	President	189,999.96	-	4,750.00	30,418.88	194,749.96	225,168.84	2013		Kern Community College District
95	Farley Herzek	President	179,696.00	-	12,180.00	32,948.00	191,876.00	224,824.00	2013		Los Angeles Community College District
96	Travis, Deborah	College President	180,485.42	-	11,932.86	32,327.13	192,418.28	224,745.41	2013		Los Rios Community College District
97	Lawrence G Buckley	President	191,013.46	-	-	32,343.00	191,013.46	223,356.46	2013		San Mateo Community College District
98	Bradley J Davis	WEST VALLEY COLLEGE PRESIDENT	181,865.36	-	7,500.00	31,882.54	189,365.36	221,247.90	2013		West Valley Mission CCD
99	SIMPSON, ROBERT G	President, Cypress College	172,981.81	18,327.56	-	27,724.13	191,309.37	219,033.50	2013		North Orange Community College District
100	Renee Martinez	President	181,995.00	-	12,180.00	24,345.00	194,175.00	218,520.00	2013	Employee held multiple positions.	Los Angeles Community College District
101	Elnora Webb	College President	170,794.20	-	22,119.09	25,382.94	192,913.29	218,296.23	2013		Peralta Community College District
102	Deborah F. Budd	College President	170,339.10	-	3,633.73	43,098.17	173,972.83	217,071.00	2013		Peralta Community College District
103	Duran, Richard E.	President	184,758.44	-	900.00	31,410.45	185,658.44	217,068.89	2013		Ventura County CCD

Rank	Employee Name	Job Title	Base Pay	Overtime Pay	Other Pay	Benefits	Total Pay	Total Pay & Benefits	Year	Notes	Agency
104	Nabil Abu-Ghazaleh	President	173,621.00	-	12,180.00	30,406.00	185,801.00	216,207.00	2013		Los Angeles Community College District
105	Cantu, Anthony D	President	187,269.00	-	229.68	28,375.55	187,498.68	215,874.23	2013		State Center Community College District
106	Norma Ambriz-Galaviz	College President	162,236.38	-	5,571.17	46,951.86	167,807.55	214,759.41	2013		Peralta Community College District
107	Board, A.J.	President	180,000.00	-	4,500.00	29,571.71	184,500.00	214,071.71	2013		Kern Community College District
108	Isaac, Woldeab	President	161,938.00	-	11,472.00	37,065.00	173,410.00	210,475.00	2013		Riverside Community College District
109	Christian, Sonya	President	180,000.00	-	-	28,962.86	180,000.00	208,962.86	2013		Kern Community College District
110	Angela Fairchild	President, WCC	173,496.10	-	2,700.00	32,184.74	176,196.10	208,380.84	2013		Yuba Community College District
111	Gray, Gregory Wayne	Chancellor	154,570.00	-	28,180.00	23,835.00	182,750.00	206,585.00	2013		Riverside Community College District
112	Rodney Beilby	President, YC	164,047.61	4,122.30	3,000.00	34,311.75	171,169.91	205,481.66	2013		Yuba Community College District
113	KINDRED I MURILLO	Superintendent/President	165,000.00	-	7,500.00	32,229.15	172,500.00	204,729.15	2013		Lake Tahoe Community College
114	Eric Von Gravenberg	College President	154,441.44	-	5,638.38	44,107.82	160,079.82	204,187.64	2013		Peralta Community College District
115	Dena Maloney	Superintendent/President	179,093.58	-	25,048.80	29.00	204,142.38	204,171.38	2013		Taft College
116	Joe Wyse	President	174,413.00	-	-	26,750.00	174,413.00	201,163.00	2013		Shasta College
117	Ikeda, Deborah J	Campus President, Willow International Commun	172,345.00	-	175.44	26,955.97	172,520.44	199,476.41	2013		State Center Community College District
118	White, Michael A	President	169,377.00	-	115.92	27,420.51	169,492.92	196,913.43	2013		State Center Community College District
119	Alma Johnson Hawkins	President	161,450.00	-	2,035.00	30,606.00	163,485.00	194,091.00	2013	Employee held multiple positions.	Los Angeles Community College District
120	Hall, Marlon	Superintendent/President [Interim]	157,500.00	-	7,591.00	27,676.00	165,091.00	192,767.00	2013		Lassen College
121	Jack Daniels	President	117,365.00	-	50,355.00	24,971.00	167,720.00	192,691.00	2013		Los Angeles Community College District
122	Judy Walters	INTERIM CHANCELLOR	138,719.00	-	11,649.00	13,484.48	150,368.00	163,852.48	2013		Chabot-Las Positas CCD
123	Kevin Walthers	PRESIDENT LAS POSITAS	102,336.00	-	31,694.00	25,718.63	134,030.00	159,748.63	2013		Chabot-Las Positas CCD
124	MARSEE, JEFFREY	SUPERINTENDENT/PRESIDENT	157,192.00	-	-	-	157,192.00	157,192.00	2013		San Joaquin Delta College
125	Jannett Jackson	College President	95,354.17	-	39,861.35	19,342.00	135,215.52	154,557.52	2013		Peralta Community College District
126	Whittaker, Mary Denise	Interim Superintendent/president	108840	0	18166	20864	127006	147870	2013		Palo Verde College
127	Roland Chapdelaine	President	87,685.00	-	43,323.00	16,550.00	131,008.00	147,558.00	2013		Los Angeles Community College District
128	Barbara R Kavalier	President	103,956.15	-	20,356.75	19,008.09	124,312.90	143,320.99	2013		San Jose Evergreen Community College District
129	Lori Gaskin	Superintendent/President	108,955.74	-	4,950.00	26,794.62	113,905.74	140,700.36	2013		Santa Barbara City College
130	Eddinger, Pammy Y.	President	120,440.54	-	525.00	16,640.15	120,965.54	137,605.69	2013		Ventura County CCD
131	Hendrickson, John	President	120,000.00	-	-	9,900.00	120,000.00	129,900.00	2013		Cabrillo College
132	Jannett Jackson	CHANCELLOR	101,609.00	-	8,952.00	18,224.83	110,561.00	128,785.83	2013		Chabot-Las Positas CCD
133	Viar, David Leon	College President	110,929.49	-	3,595.96	12,301.96	114,525.45	126,827.41	2013		Los Rios Community College District
134	David Viar	Superintendent-President	108,910.00	-	-	17,856.78	108,910.00	126,766.78	2013		Glendale Community College
135	WALTHERS KEVIN	Superintendent/President	100,496.19	-	-	13,452.46	100,496.19	113,948.65	2013		Allan Hancock College
136	Byron D Clift Breland	Interim President	93461.6	0	480	17553.85	93941.6	111495.45	2013		San Jose Evergreen Community College District
137	Gillespie, Gregory R.	President	93,066.93	-	450.00	16,008.74	93,516.93	109,525.67	2013		Ventura County CCD
138	Caldwell, Sandra M	President	94,247.00	-	-	14,142.00	94,247.00	108,389.00	2013		State Center Community College District
139	Laurence Frank	President	84,749.00	-	3,000.00	17,349.00	87,749.00	105,098.00	2013		Los Angeles Community College District
140	Jones, Jan	President	83,222.76	-	5,287.50	6,865.88	88,510.26	95,376.14	2013		Cabrillo College
141	Wallace, Donald Gene	Superintendent/president	76,981.00	-	5,250.00	12,988.00	82,231.00	95,219.00	2013		Palo Verde College
142	BROWN DITHOMAS, DEBORAH S	PRESIDENT	77,068.98	-	-	12,552.33	77,068.98	89,621.31	2013		Barstow College
143	Douglas Garrison	Superintendent/President	50,196.54	-	-	23,538.00	50,196.54	73,734.54	2013		Monterey Peninsula College
144	Luskin, Bernard J.	Interim President	60399.97	0	300	10496.7	60699.97	71196.67	2013		Ventura County CCD
145	Guy Lease	INTERIM PRESIDENT LAS POSITAS	39695	0	0	-25.05	39695	39669.95	2013		Chabot-Las Positas CCD
146	KRIMSLEY VICTOR S	INTERIM PRESIDENT/SUPERINTENDENT	27515.08	0	0	2000	27515.08	29515.08	2013		Gavilan College
147	King, Daniel	President	19,384.86	-	3,455.03	1,562.08	22,839.89	24,401.97	2013		Cabrillo College
148	Barry Russell	PRESIDENT LAS POSITAS	19,345.00	-	214.00	2,521.98	19,559.00	22,080.98	2013		Chabot-Las Positas CCD
149	Capet, Mitj C	President	4.00	-	109.56	6,819.00	113.56	6,932.56	2013		State Center Community College District

Report of the Economic Development & Corporate Training (EDCT) Division

District Assembly Meeting, April 7, 2015

Prepared by Matthew Isaac, Ph.D., Executive Director, EDCT

EDCT is Awarded \$353,214.00 in Competitive Grant on February 24, 2015: The Economic Development and Corporate Training (EDCT) Division was awarded \$353,214.00 by the California Community Colleges Chancellor's Office (CCCCO) to train 84 long-term unemployed or underemployed workers, including adults with barriers to employment and parolees for jobs with advanced manufacturing and logistics companies. This competitive grant won by EDCT is one of seven such grants awarded to a community college district in California. This is a collaborative project supported by the Inland Empire Manufacturer's Council, the San Bernardino County Workforce Investment Board, and the Deputy Sector Navigator for Advanced Manufacturing as well as the two training partners: Chaffey College and Barstow College Districts. A total of six cohorts of 14 participants each will be trained and placed into new jobs. Each college partner will provide instruction based on the curriculums designed by the National Center for Construction Education and Research (NCCER) and American Welding Society (AWS). Participants will be trained in Industrial Maintenance Mechanics and/or Welding. The graduates will receive a nationally and industry-recognized, stackable and portable NCCER or AWS certificate upon successful completion of the training. In order to ensure success for the graduates, the college districts have partnered with community based organizations and received commitments from local area employers that are represented by the Inland Empire Manufacturer's Council.

EDCT is Awarded \$53,000.00 Contract by the Metropolitan Water District: EDCT has developed a new partnership with the Metropolitan Water District of Southern California. Under this contract, EDCT will be coordinating the delivery of welding and machining instruction to new Water District apprentices using their curriculum. The training will be held at SB Valley College and will be conducted over a one year period. EDCT has the opportunity to continue this partnership on an on-going basis since the Metropolitan Water District will have new apprentices every year. Also, the Metropolitan Water District had researched many community colleges and chose SBCCD as their partner due to our expert instructors and vast available equipment for their training needs.

California Manufacturing Technology Consulting Sub-Award: EDCT received a \$100,000.00 sub-recipient award/agreement from the California Manufacturing Technology Consulting (CMTC) company for fiscal year 2014-15 to provide services to emerging and existing manufacturers in the region and on initiatives and activities that are of value to manufacturers and the Manufacturing Extension Partnership (MEP) program. The MEP program draws on the expertise of its partners to better serve manufacturers in a region. As part of its agreement, EDCT will provide industry specific training to emerging and existing manufacturers in San Bernardino County that will address the competencies required of employees to perform at optimum levels and advance manufacturing in our region.

EDCT's Digital Media Grant Renewed for 2015-16: As a result of providing effective leadership and services for the community colleges in the Desert Region to align themselves with the training needs of the employers and the labor market over the past two years, the California Community Colleges Chancellor's Office (CCCCO) has again renewed EDCT's Information Communication Technology (ICT)/Digital Media grant. EDCT's renewed grant award amount for fiscal year 2015-16 is \$300,000.

Nanotechnology Contract from Norton Elementary School: The EDCT's Applied Technology Training Center (ATTC) has received a \$10,000.00 contract to provide customized Nanotechnology training for the science teachers of Norton Elementary School. The goal of this project is to make the teachers professionally ready to offer nanotechnology instruction for their elementary students.