

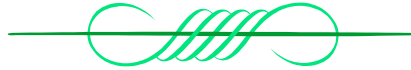


WEST HILLS COMMUNITY COLLEGE DISTRICT

Board of Trustees
9900 Cody Street
Coalinga, CA 93210
(559) 934-2100

MINUTES OF THE REGULAR MEETING OF THE GOVERNING BOARD

December 6, 2005



CALL TO ORDER / OPEN SESSION

President McKean called the meeting of the Board of Trustees to order at 3:00 p.m.

Board members present:

Mark McKean
Jack Minnite
Nina Oxborrow
Jeff Levinson
Edna Ivans
Bill Henry
Steve Cantu

Board members absent:

Pedro Jurado, Student Trustee

Administrators present:

Frank Gornick, Chancellor
Ken Stoppenbrink, Vice Chancellor of Business Services
Anthony Tricoli, President, West Hills College Coalinga
Don Warkentin, President, West Hills College Lemoore
Dave Bolt, Dean of Educational Services, West Hills College Lemoore
Carlos Diniz, Interim Dean of Student Learning, West Hills College Coalinga
Jill Stearns, Interim Associate Dean of Student Learning, West Hills College Coalinga
Larry Rathbun, Associate Dean of Student Learning, West Hills College Coalinga
Keven Backman, Director of Human Resources
Frances Squire, Director of Marketing
Patty Scroggins, Director of Child Development Centers

Introduction of Guests

President McKean introduced Mr. Bob Jensen who facilitated the District Leadership Workshop earlier in the day.

Public Comments

Mr. Jensen expressed his thanks to Ms. Donna Isaac for arranging for the accommodations over the past two days. He also thanked the colleges for their hospitality during his visit. Mr. Jensen reported that people were open and responsive to the recommendations he made during the time of his visit. He indicated that more than 60 responses to the survey were logged and there was good representation from all areas. Mr. Jensen stated that he did not realize the geographic expanse between the colleges and thanked everyone for being committed to serving students. He stated that we have made some great strides and we need to make sure that we follow through. Mr. Jensen commented that we have good leadership and staff and are no different than any other college. It is all about the communication.

Ms. Patty Scroggins, Director of the District's Child Development Centers, read her resignation letter to the Board of Trustees (typed as submitted):

Dear Mr. President and Distinguished Trustees,

This letter is to advise you of my intent to leave my position as the director of the West Hills College Child Development Centers effective January 4, 2006. This has been a difficult decision to make as I feel so connected to West Hills Community College District and the Child Development Centers. West Hills has been an integral part of my life for over ten years and it will be hard to replace the energy and drive associated with this district.

My husband and I made the decision to relocate to Northern California to be closer to our children who live in Roseville and Davis, and, closer to our retirement home in Sonora. In preparation of this, I began applying for a position that would fulfill these objectives. In my pursuit, I was offered the position as the administrative director of the Child Development Training Consortium administered by Yosemite Community College District.

While I am excited about the prospect of applying my knowledge acquired at West Hills to a new early education setting, I am filled with sadness at the thought of leaving. You, the Board, and the administration have allowed me to be autonomous in my position to the extent that I feel it is embedded in my soul.

Please know that over the next month I will work diligently to ensure everything is in place to provide a smooth transition. It is fortunate that the site supervisors are extremely competent and can effectively manage their sites, as this will support the district through this change. I will prepare a synopsis of the current projects within the department, and their status, for review by my supervisor, Ken Stoppenbrink. Furthermore, I am staying past the first of January in order to complete reports for the second quarter of the 2005/06

fiscal year. This will allow three months before the next reporting period and sufficient time to get a replacement on board.

Please be assured that there are systems in place that will ensure sustainability of the programs implemented during my tenure. Additionally, there are not any outstanding projects or processes that will create a dilemma for the District. This includes the Event Start Grant issue that has been resolved through communication with Department of Education and a corrective action plan, which staff will continue to implement.

As an advocate of early education, I am pleased that you had the foresight to create a program that will ensure that quality early education is accessible to the young children of our region. The investment to build the facilities for the programs totals close to \$7 million. This investment will bring a lifetime of opportunities to our communities and will be sustainable for generations to come.

I thank you for the opportunity West Hills College has given me and for your constant support and guidance. I take with me many positive experiences, memories, and personal and professional growth. It is also comforting to know that within my new position, there will be opportunities to interact with my colleagues at West Hills.

I wish you and West Hills Community College District continued success and enjoyment of the life we all create to provide quality education for our communities. I will miss this, but know there is always a greater end to our endeavors if move forward with an honest, sincere commitment. Thank you again, and if further directives are required, I am available to you.

*Sincerely,
s/Patty Scroggins*

President McKean stated that it is with huge reluctance that the resignation is accepted. He commented that he understands the decisions Ms. Scroggins has made and thanked her for her work. He stated that the impact on the young people of the west side is huge. A standing ovation was given to Ms. Scroggins.

REPORTS FROM ORGANIZATIONS / COLLEGES / DISTRICT OFFICE

Academic Senate Report – Ms. Anita Bart, Academic Senate President for West Hills College Coalinga, reported that the Senate has been very busy. They are in the process of helping with accreditation responses. The Curriculum Committee has finished going through the inactivated courses and one of the finishing touches for accreditation recommendation 6 was completed today. Ms. Bart reported that the Senate has

submitted NISOD nominations to Dr. Tricoli. With regard to the policies and procedures, Ms. Bart outlined the following changes and comments from the Senate:

- ✓ Board Policy and Administrative Procedure 3430, Prohibition of Harassment
 - Change the word “sex” to “gender” in appropriate areas throughout the policy as it is more politically correct.
 - Administrative Procedure 3435 is not yet in place but is referenced in the third paragraph of the policy.
 - The procedure addresses academic freedom and discussion occurred regarding the curriculum for the class being approved before the semester begins and approval of materials during the semester. Dr. Gornick stated that he would recommend that the policy and procedure be tabled at this time and asked that the faculty keep in mind that the academic freedom section is in place to the extent that the policies and procedures are in conflict with it.
- ✓ Board Policy and Administrative Procedure 3250, District Strategic Planning
 - Remove the phrase “and the colleges” from the policy.
- ✓ Board Policy and Administrative Procedure 6520, Security for District Property
 - Add language that indicates staff are financially responsible for loss of equipment “through neglect or intentional conduct”.

Mr. David Rengh, Academic Senate President for West Hills College Lemoore, addressed Ms. Patty Scroggins and stated that her position may get filled but she will not be replaced. With regard to Board Policy and Administrative Procedure 3430, Prohibition of Harassment, Mr. Rengh stated that the Senate wants all the pieces of the puzzle in place. Mr. Rengh presented an unofficial Senate resolution in the matter of the review of proposed new and amended policies and procedures. The Coalinga Academic Senate is in agreement with the resolution and Dr. Gornick reported that it is a good recommendation.

WHCFA Report – Ms. Faye Mendenhall, WHCFA President, requested that until March, perhaps only Board policies and procedures dealing with accreditation be dealt with at this point. Ms. Mendenhall stated that she has comments on the various policies and procedures being addressed today. She and President McKean agreed that the comments will be taken during the review of the particular policy and procedure.

CSEA Report – Mr. Tony Garcia, CSEA President, was not present to report at this time.

ASB Report – Mr. Pedro Jurado, Associated Student Body President, West Hills College Coalinga, was not present to report at this time.

West Hills College Coalinga and North District Center, Firebaugh – Dr. Anthony Tricoli, President, distributed a college activities report and briefly commented on recent and upcoming events.

With regard to the progress being made on accreditation recommendations, Dr. Tricoli asked various staff members to report on the specific recommendations.

- Recommendation 1 – Mr. Carlos Diniz commented regarding the elimination of programs in the schedule. He reported that the college catalog has been reviewed by a subcommittee and all faculty have been given the opportunity to participate in the process. The catalog should now accurately reflect the classes that are being offered. Mr. Diniz reported that the catalog is also updated on the web site.
- Recommendation 2 – Ms. Jill Stearns reported that a survey was developed and conducted across the District to determine the comfort level of using online services. She reported that there were no clear conclusions but there is a perception that a significant number of people want printed versions of the catalog, class schedule and application. The campus has moved forward with working on these items. Ms. Stearns reported that her group feels they have met the recommendation.
- Recommendation 5.1 – Ms. Sarah Shepard reported that the college is in a good position and the amount of work and energy by the various groups is appreciated. With regard to the roles and responsibilities of the Chancellor, a job description is needed for the recommendation. The job description is being considered by the Board of Trustees today. The delineation of authority policy helps as well. Dr. Tricoli reported that he has also been working on a draft policy and procedure that will address this recommendation.
- Recommendation 5.2 – Ms. Shepard commented on the allocation of faculty and staff positions on the campuses. She stated that a process is in place through program review and she also discussed the sharing of resources. She reported that the colleges have prepared their lists and have collaborated on what is needed. Dr. Tricoli reported that he will be finalizing a document next week on allocation of faculty and staff.
- Recommendation 5.3 – Ms. Shepard reported that the District Strategic Planning Retreat was very helpful with regard to this recommendation. Draft mission and vision statements were developed and a program review process for District Office departments was established. This process has been approved by the Chancellor’s Executive Cabinet and follows a three-year timeline which matches most academic programs. Ms. Shepard stated that this process sets the District departments up to the same accountability as the colleges. Dr. Tricoli reported that the organizational charts have also been amended to show dotted line responsibilities of District Office staff to the College Presidents.
- Recommendation 5.4 – Ms. Shepard reported that the allocation procedure has been approved. They will be able to show the accreditation team how it was put together with the input of all.
- Recommendation 5.5 – Ms. Shepard reported that objectives were identified during the District strategic planning process. Dr. Tricoli stated that the college will be able to discuss that we began the process with the Millennium Retreat

and continued with the strategic planning process. He commented that the process of planning is ongoing.

- Recommendation 6 – Ms. Anita Bart reported that this recommendation deals with communication and today’s workshop was the “check mark” on that recommendation. She stated that the report will show communication and decision making beginning at the college level and moving through to the District level and the Board of Trustees and then back down. Part of the response will also include the AACC training that occurred for the College Presidents. Dr. Gornick stated that we will also be able to include a list of the tasks and actions identified by Bob Jensen.

Dr. Tricoli reported that the responses to the recommendations have been a true team effort and he appreciates the work the staff has done.

West Hills College Lemoore – Mr. Don Warkentin, President, distributed a college activities report and briefly commented on recent and upcoming events. He invited the Board of Trustees to the President’s Holiday Reception on December 15th. Mr. Warkentin reported that facilities are coming along. There is power in the Child Development Center building and they just need to get licensing in place. He reported that this facility will be able to be used as a training site.

Chancellor’s Report – Dr. Frank Gornick, Chancellor, expressed his gratitude for working with Ms. Patty Scroggins and stated that she has a great vision. Dr. Gornick thanked Mr. Bob Jensen and reported that he provided a great deal of insight.

CONSENT AGENDA

The following consent agenda items were approved on a motion by Trustee Ivans, seconded by Trustee Levinson, and carried unanimously:

CA-24 Minutes – The minutes of the November 15, 2005 Board meeting were approved as submitted.

CA-25 Warrants – The warrants were approved as submitted.

CA-26 Personnel Transactions – The list of personnel transactions (as included with the official minutes) was approved as submitted.

CHANCELLOR’S OFFICE

CO-16 Resolution – Seating Board Members – The resolution in the matter of seating Board Members at the annual organizational meeting of the Board of Trustees was adopted on a motion by Trustee Ivans, seconded by

Trustee Cantu, and carried unanimously. The re-seated Board Members were sworn in by Dr. Gornick.

CO-17 Election of Board Officers – The following slate of officers was elected on a motion by Trustee Levinson, seconded by Trustee Henry, and carried unanimously:

| | |
|---|----------------------------|
| President | Mark McKean |
| Vice President | Jack Minnite |
| Clerk | Nina Oxborrow |
| Legislative Representative | Jeff Levinson |
| Voting Representative (Fresno County) | Mark McKean |
| Farm of the Future Advisory Committee (2) | Mark McKean Steve Cantu |
| Fresno County School Board Association | Mark McKean |
| Kings County School Board Association | Bill Henry |
| VIP/JPA | Nina Oxborrow |

CO-18 Curriculum Committee Action Report – West Hills College Coalinga – The Curriculum Committee Action Report for West Hills College Coalinga was approved on a motion by Trustee Levinson, seconded by Trustee Ivans, and carried unanimously.

CO-19 Curriculum Committee Action Report – West Hills College Lemoore – The Curriculum Committee Action Report for West Hills College Lemoore was approved on a motion by Trustee Levinson, seconded by Trustee Cantu, and carried unanimously.

CO-20 Board Policy and Administrative Procedure 3430, Prohibition of Harassment – On a motion by Trustee Minnite, seconded by Trustee Henry and carried unanimously, it was agreed to table Board Policy and Administrative Procedure 3430, Prohibition of Harassment for further review.

CO-21 Board Policy and Administrative Procedure 3250, District Strategic Planning – Ms. Mendenhall commented that DSPS should be included with EOPS in the list in paragraph two of the policy. Many Board members indicated their agreement with this suggestion. The Faculty Association wants to be included in the list of groups in the second sentence of paragraph four of the policy. It was also suggested that CSEA be added to the list. It was agreed that CSEA and CTA be added to the list in the first paragraph of the procedure.

Board Policy and Administrative Procedure 3250, District Strategic Planning were approved with the following changes on a motion by Trustee Levinson, seconded by Trustee Ivans, and carried unanimously:

- ✓ Strike “and the colleges” in paragraphs one and four of the policy and paragraph one of the procedure.
- ✓ Include DSPS with EOPS in paragraph two of the policy.
- ✓ Include CTA and CSEA in the second sentence of paragraph four of the policy.
- ✓ Include CTA and CSEA in the list of the first paragraph of the procedure.

CO-22

Board Policies and Administrative Procedures – The following list of Board Policies and Administrative Procedures were presented for a first reading. Approval will be requested at a later date.

- New Board Policy and Administrative Procedure 3310, Records Retention and Destruction
- New Administrative Procedure 3420, Equal Employment Opportunity
- New Board Policy and Administrative Procedure 3517, Incident Reporting
- New Administrative Procedure 7347, Transitional Duty Program
- Revised Board Policy and Administrative Procedure 6520, Security for District Property
- Revised Board Policy and Administrative Procedure 7135, Employee Scholars Program
- New Administrative Procedure 7120, Recruitment and Selection

Ms. Mendenhall commented on revised Board Policy and Administrative Procedure 7135, Employee Scholars Program. She reported that the faculty are not excited about the new title as the term “scholar” means a very learned person. She stated that it is just the connotation of the word and the faculty would prefer to keep the original title. Dr. Gornick commented that the intent was to give the program a bit more distinction as it is a very important program. Ms. Mendenhall commented on the procedure stating that the faculty do not want to strike the phrase “For advancement on the salary schedule” in the third paragraph, but would like to delete the word “towards” from this paragraph. Ms. Mendenhall reported that the faculty feel too many approvals are needed to participate in the program. Trustee Minnite suggested that the College President be the final approval. Ms. Bart commented on deleting the approval of the staff development committee if we no longer have one in place. Dr.

Gornick commented that the approval of the Chancellor is on the application because the program is administered through his office.

With regard to revised Board Policy and Administrative Procedure 6520, Security for District Property, discussion took place regarding adding language that indicates staff are financially responsible for loss of equipment only “through neglect or intentional conduct”. Dr. Gornick stated that he would look into this.

Trustee Oxborrow questioned new Administrative Procedure 3420, Equal Employment Opportunity and asked if the committee is something new. Dr. Gornick explained that Equal Employment Opportunity (EEO) was previously referred to as Affirmative Action. The state now requires us to use the term EEO.

Discussion took place regarding new Board Policy and Administrative Procedure 3517, Incident Reporting. Mr. Ken Stoppenbrink explained that the Risk Management Committee is different than the EEO committee. Trustee Oxborrow requested that she be provided with a report of any unsafe conditions.

Trustee Oxborrow questioned new Administrative Procedure 7347, Transitional Duty Program. Mr. Keven Backman reported that the Human Resources department is in charge of transitioning the employee back to the workplace and they are the point of contact. Human Resources is also in charge of working with the risk management committee and it is handled appropriately.

With regard to new Administrative Procedure 7120, Recruitment and Selection, Trustee Oxborrow initiated discussion regarding the advertisement of positions (as referred to in paragraph one). She stated that she wants the procedure to indicate the minimum of advertising that will occur. Mr. Backman stated that by indicating a minimum, it handcuffs us. He suggested that by using the word “may” we are more flexible. Trustee Oxborrow stated that she just wants things to be consistent and fair in all locations.

CO-23

West Hills College Lemoore Accreditation Self Study – President McKean commented on the cover letter for the accreditation self study and the information that should be included. Mr. Warkentin reported that we will have to submit an addendum to the self study. An update will be done in January and will have the evidence that a lot of things have occurred.

The accreditation self study for West Hills College Lemoore was approved on a motion by Trustee Ivans, seconded by Trustee Henry, and carried unanimously.

FISCAL SERVICES

FS-22 Fiscal Services Report – Mr. Ken Stoppenbrink distributed the budget status report and briefly discussed the status of the budget expenses and revenues.

FS-23 Purchase of Classroom and Office Furniture and Equipment – Mr. Stoppenbrink reported that we were able to “piggy back” on the Los Angeles Community College District contract which afforded us savings of 40-45%.

The purchase of classroom and office furniture and equipment for the following projects was approved on a motion by Trustee Levinson, seconded by Trustee Ivans, and carried unanimously:

- West Hills College Lemoore Child Development Center - \$34,754.10
- West Hills College Lemoore Phase 2B - \$259,957.94

FS-24 Purchase of Storage Area Network (SAN) Equipment – Ms. Michelle Kozlowski reported that the purchase of the SAN equipment at a 45% savings is also being made possible by “piggy backing” on a contract with Govplace. Ms. Kozlowski provided a brief presentation of the storage capacities of the SAN equipment and how it will work. Discussion took place regarding storage and how much information is on the storage system. Ms. Kozlowski reported that we have data back to 1981. Trustee Minnite questioned the longevity of Datatel and Ms. Kozlowski stated that they are coming out with a new release and are continually changing and updating their product to keep it from becoming obsolete. Trustee Oxborrow questioned if there are any annual fees in addition to the purchase of the equipment. Ms. Kozlowski stated that the cost covers a period of three years and after that there will be an annual maintenance fee and contract. Ms. Kozlowski reported that the current servers are on the college campuses and are secure in locked rooms. Mr. Rengh commented that we have asked ITS to do more and more with less and less and this equipment is warranted and will help them. Trustee Minnite questioned who else we have considered besides HP. Ms. Kozlowski responded that our main concern is compatibility and longevity. She stated that our IT department is a Hewlett-Packard (HP) shop. She stated that HP is dependable and reliable and is the leader and has the best products by far. Ms. Kozlowski stated that she feels very confident that

HP provides the best, comprehensive solution. Mr. Fernando Gaudy, HP Storage Specialist, commented that he feels the district is making the best decision. He stated that HP is forced to compete with the next dollar because they are an open system. Trustee Levinson questioned when the conversion will begin. Ms. Kozlowski responded that, upon approval by the Board, the equipment will be ordered immediately and they should have the backup piece in place within three months. They will then develop a timeline to move everything over. The timeline will depend mostly on not causing disruption to services.

The purchase of Storage Area Network (SAN) equipment for the West Hills Community College District in the amount of \$1,317,256 was approved on a motion by Trustee Levinson, seconded by Trustee Ivans, and carried unanimously.

- FS-25** Financing for Storage Area Network (SAN) Equipment Project – On a motion by Trustee Henry, seconded by Trustee Minnite and carried unanimously, the financing bid for the Storage Area Network (SAN) equipment project was awarded to SunTrust Leasing Corporation.

PERSONNEL SERVICES

- PS-10** Revised Job Descriptions – Trustee Oxborrow stated that she would like to have the word “powers” removed from the job description for the Chancellor. Discussion was initiated by Trustee Oxborrow regarding the addition of experience in a multi-college district. Dr. Gornick stated that by adding this, the Board may be restricting themselves. Trustee Ivans stated that she wants to leave the job description open and not include it. Trustee Minnite suggested adding “continuous education in his/her professional development” to the list of duties. Trustee Levinson and Trustee Ivans stated that they do not feel this is important to add. It was suggested that the phrase “Minimum Qualifications” be used instead of “Qualifications”.

Trustee Levinson summarized the changes to the revised job description as follows:

- ✓ “powers and duties” in the first sentence of the second paragraph of the Chancellor job description to be changed to “authority and duties”.
- ✓ The second occurrence of the word “shall” be changed to the word “may” in the first sentence of the struck through item 8.

- ✓ The word “will” be changed to the word “may” in the sentence beginning “Shall hear any complaints against the district...” on page 3.
- ✓ The heading “Qualifications” be changed to “Minimum Qualifications”.

The following revised job descriptions, with changes as summarized by Trustee Levinson, were approved on a motion by Trustee Levinson, seconded by Trustee Ivans, and carried unanimously:

- Chancellor
- College President

PS-11 New Position – The following new classified management position was approved on a motion by Trustee Levinson, seconded by Trustee Henry, and carried unanimously:

- Lemoore Infant Site Supervisor/District Infant Environment Coordinator

BOARD REPORTS / COMMENTS / REQUESTS AND ANNOUNCEMENTS

Trustee Oxborrow stated that Ms. Scroggins will be missed and she wished her luck. She thanked everyone for their involvement in accreditation and stated that she likes all the dialogue that has been taking place and the efforts being made at both colleges. She stated that it takes a lot of time and effort and she appreciates it.

Trustee Cantu stated that he will miss Ms. Scroggins and he appreciates her work. He thanked everyone for their work on accreditation and commented that a lot of effort has been put into it.

Trustee Minnite expressed his congratulations to Ms. Scroggins and stated that he will definitely miss her. He thanked Dr. Tricoli and his staff for the accreditation update and stated that everyone is going above and beyond for the District. Trustee Minnite thanked Mr. Warkentin for his work on the accreditation self study for West Hills College Lemoore. Trustee Minnite wished everyone a merry Christmas and a good new year that is full of happiness.

Trustee Ivans thanked Dr. Gornick for arranging Bob Jensen’s visit and stated that it was very helpful and he did a good job. She thanked Ms. Scroggins and wished her good luck. Trustee Ivans reported that she attended the recent football awards and that we have a fine group of people in that area. She thanked the colleges for their work on curriculum.

Trustee Henry thanked Ms. Scroggins for her work and stated that it is truly an awesome thing. Not many people can say that they have accomplished what she has. Trustee Henry expressed his hope that Mr. Bob Jensen will be able to return in the spring as what he did was really great. Trustee Henry stated that the dialogue between the different parts of the institution has increased quite a bit and we can all agree that the more communication there is the better. He thanked everyone for their participation.

Trustee Levinson expressed his thanks to Ms. Scroggins and stated that she will be missed. He commented that he appreciates the exchange with the faculty and wants to keep proceeding in the same direction.

President McKean stated that he appreciates the communication that is occurring. He reminded the Board members and audience to respect conversations and not talk over one another.

The meeting was briefly adjourned to the meeting of the Financing Corporation at 6:02 p.m.

The regular meeting of the Board of Trustees was reconvened at 6:13 p.m. and Board members immediately went into closed session.

CLOSED SESSION

- Public Employee Discipline/Dismissal/Release (as per Government Code Section 54957)
- Existing Litigation (as per Government Code Section 54956.9(a)). Names of cases: West Hills Community College District v. Doucette, et al
- Discussion of land acquisition/disposition of property (as per Government Code Section 54956.8). Property: Coalinga, California; Lemoore, California; Firebaugh, California
- Conference with Labor Negotiators (as per Government Code Section 54957.6). Agency negotiator: Vice Chancellor of Business Services. Employee organization: CTA

ADJOURNMENT

There being no further business before the Board of Trustees, the meeting was adjourned at 6:25 p.m.

Nina Oxborrow
Clerk of the Board of Trustees

Personnel Transactions

1. New Hires

| Name | Title & Location | Schedule | Salary Placement | Funding | Effective Date | Additional Information |
|------------------|---|---------------------------|---------------------|---------------|-----------------------|-------------------------------------|
| Dagnino, Sandra | Admissions and Records Assistant West Hills College Coalinga | 40 hrs/week 12 mo/year | Range 36 Step A | Matriculation | 11/9/05 | Replacement for Alicia Aguilera |
| Duarte, Yesenia | Child Development Center Assistant West Hills College Coalinga | 19 hrs/week 12 mo/year | Range 23 Step A | Grant | 11/29/05 | |
| Jensen, Cathy | Child Development Center Assistant Avenal Child Development Center | 19 hrs/week 12 mo/year | Range 23 Step A | Grant | 12/1/05 | Replacement for Sonia Palacio |
| Norwood, Debra | Food Service Cashier West Hills College Coalinga | 40 hrs/week 12 mo/year | Range 33 Step A | Auxiliary | 11/14/05 | Replacement for Chris Hicks |
| Solorio, Gilbert | Custodian/Groundskeeper West Hills College Lemoore | 19 hrs/week 12 mo/year | Range 37 Step A | District | 12/1/05 | Replacement for James Delgado |
| Terranova, Erin | Interim Outreach Counselor West Hills College Coalinga | 114 day contract | Class III Step 2 | District | 11/28/05 – 5/26/06 | Temporary position while recruiting |

2. Resignations / Retirements / Releases During Probation / Terminations

| Name | Title & Location | Effective Date | Additional Information |
|---------------------|--|----------------|------------------------|
| Castro, Richie | Work Study Coordinator West Hills College Coalinga | 12/19/05 | Resignation |
| Cole, Donna | Tutor Coordinator West Hills College Lemoore | 11/18/05 | Resignation |
| Ramirez, Sandra | Child Development Center Assistant West Hills College Lemoore | 11/18/05 | Resignation |
| Scroggins, Patty | Director of Child Development Centers District Office | 1/4/06 | Resignation |
| Toledo, Juan Carlos | Tutor Coordinator West Hills College Coalinga | 12/2/05 | Resignation |