

College Council Minutes

Tuesday, April 3, 2007

2:30 p.m., Karas Room

College Council Members: Doug Garrison, Carsbia Anderson, John Gonzalez, Joe Bissell, Julie Bailey, Marianne Ide, Steve Morgan, Gail Fail, Bill Jones, Brenda Lee Kalina, Stephanie Perkins, Alfred Hochstaedter, A.J. Farrar, Bernie Abbott, Lyndon Schutzler, Suzanne Ammons (vacant: 1 Dean, 1 MPCSEA rep. and 1 ASMPK Pres.)

Absent: Brenda Lee Kalina, Gail Fail,

Guest: Michael Gilmartin

Campus Community Comments: (no comments)

1) Minutes – March 27, 2007: The minutes were moved, seconded and approved.

2) Information Items (see available attachments)

Classified Position Requests

- a) Human Resources Specialist – (Joe Bissell): No information is available at this time.
- b) Security Guard – (Joe Bissell): No information is available at this time.

3) Action Items (see available attachments):

a) Police Academy Assistant – Classified (John Gonzalez)-**2nd reading:**

(see item b)

b) Fire Academy Assistant – Classified (John Gonzalez) **2nd reading:**

The Police Academy Assistant and Fire Academy Assistant positions were extensively discussed at AAAG, with several comments today underscoring the vital role these positions play in supporting enrollment growth and the viability of MPC's Police Academy and Fire Academy at its Public Safety Training Center. Today's discussion included the following highlighted points:

- The Public Safety Training Center should be considered our "Early Start" effort at our new sight. Attendees at today's Administration of Justice Advisory Group meeting emphasized the ongoing need for additional classes and training for law enforcement in California.
- Typically the process would include Action Plans, and prioritizing needs, however, these position vacancies include a unique set of circumstances and cannot follow the typical budget planning mechanism likely to delay the process until fall or later.
- When filling positions, the process needs to include the global picture, assuring that affordability and available resources are factored in.
- While the 07-08 State Budget is unknown, and the impact to the district's 2006-07 is likely going to equal one month, the Budget Committee is able to determine that funds will be available based on the commitment to go forward with these positions. The Budget Committee does not make decisions on which positions should be approved.

The motion was made to recommend that the Police Academy Assistant and Fire Academy Assistant positions be filled. The motion was seconded, all approved with none opposed, no abstentions and the motion carried.

c) Financial Aid Advisor-Stu. Financial Svc. – (Carsbia Anderson): (see handout).

- This position funded by BFAP and Categorical funds will be a part time 19 hour per week position.
- Last held in August 2006, this position takes an existing part time temporary position and converts it to a permanent part time position.
- This position provides more access to students for financial aid. SSAG and Budget Committee also received this information at their last meetings.

The motion was made to recommend this Financial Aid Advisor part time be filled, the motion was seconded, and all approved with none opposed and no abstentions. The motion carried.

3) **Fiscal Stability Report** (Joe Bissell): *(handout)*

Dr. Garrison had asked Joe to prepare a Fiscal Stability report as called for in the recommendation received in our last accreditation team visit.

- The Fiscal Stability Report should be viewed not as a finite entity, but rather the beginning of a discussion, bringing to focus the varying factors expected to present challenges in the college's ability to balance expenses with revenue.
- Joe reviewed the report in detail. He emphasized that the college's ability to continue its long standing record of fiscal stability while providing quality education for its students will rely on its ability to carefully manage all of its resources. This will require that the district is vigilant in retaining students while cultivating additional opportunities for enrollment growth and managing its expenses.
- Following are a few of the unique conditions and challenges emphasized in the presentation:
 - The district has maintained a 10% Reserve even amidst uncertain budget years. In the absence of this reserve, other schools have had to issue pink slips.
 - 98% of the income is enrollment (FTES) driven.
 - The compounded average COLAs over the last 11 years total 35.39%, compared to the compounded totals for the CPI (Consumer Price Index) of 37.59%. The LAO is projecting a \$7 billion deficit for 06-07.
 - 31% of the district's FTES is non-credit, and 72% of Contract FTES is non-credit, thus the need is to convert non-credit to credit in order to conserve available funds for instruction. Independent Services Agreements (contracts) total approximately 33% of the districts FTES and are more subject to fluctuation than regular classes. Classroom sizes are also shrinking.
 - MPC's cost of benefits totals 23.8% of its budget, compared to the statewide average of 18.2% and 17.8% for schools similar in size to MPC. Statewide, cost of benefits are 29.2% of total salary costs while for MPC, the costs are 44.7% of total salary costs.
 - Utility costs are expected to outpace inflation. Water savings have been realized with the new turf and waterless urinals.
 - Given the district's aging faculty and staff, we can expect significant turnover in the next 10 years.
 - Budget impacts of new construction include escalating construction costs, which may force the District to seek out additional one time resources in order to complete projects. Also, additional facilities will require additional staff and maintenance support.
 - Housing costs are significantly higher in MPC's districts than the state and national averages. Population growth is projected for Marina and Seaside while decreases are projected in some areas.
 - The CA Department of Education projects a decline in the High School graduation figures; however our community growth indicates otherwise.
 - A community needs assessment will be conducted to determine where growth opportunities within the community exist.
 - *Recently a survey was sent to 1400 employers (minimum 20 employees) within each zip code inside of MPC's district.*
 - *Focus groups consisting of 12-18 participants representative of the populations will be formulated.*
 - *At a later time a Residential Needs Assessment is also forthcoming.*

Joe emphasized that attracting new faculty and staff in the near future may rely on our ability to provide employee compensation that is better balanced between salaries and benefits. Also, new resources will be required to sustain fiscal stability while balancing increases in growth to expenses.

4) **Program Discontinuance – BP 3000** (John Gonzalez) **2nd reading:**

- This is a standard according to Minimum Conditions within Community College Standards.

- Courses offered as requirements for a program may not necessarily be discontinued as a result of action taken to facilitate a program's discontinuance.

The motion was made to recommend that the Program Discontinuance (BP 3000) be forwarded to the Board for approval. The motion was seconded, all approved with none opposed and the motion carried.

6) Other

a) Committee Reports

Next Meeting April 17 (3rd Tuesday).