



Butte College

Follow-Up Report

Submitted by

Butte-Glenn Community College District
3536 Butte Campus Drive
Oroville, CA 95965

to

Accrediting Commission for Community and Junior Colleges

November 2023


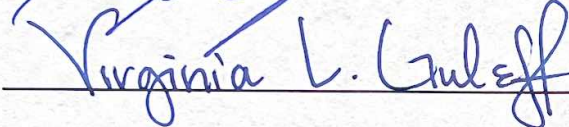
Certification

To: Accrediting Commission for Community and Junior Colleges

From: Virginia Guleff, Superintendent/President
Butte-Glenn Community College District
3536 Butte Campus Drive
Oroville, CA 95965

This Follow-Up Report is submitted to ACCJC for the purpose of demonstrating resolution of deficiencies cited by the Commission in the action letter dated June 14, 2022. The Follow-Up Report reflects the nature and substance of this institution, as well as its best efforts to align with ACCJC Standards and policies, and was developed with appropriate participation and review by the campus community.

Signatures:

	Rick Krepelka, President, Board of Trustees	[Date] 10/11/2023
	Virginia Guleff, Superintendent President	[Date] 10-13-23
_____		[Date]
_____		[Date]
_____		[Date]
_____		[Date]
_____		[Date]

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Response to Identified Compliance Requirements

Butte-Glenn Community College District Requirement 1

“In order to the meet the Standard, the Commission requires the College assure the effectiveness of all employees by evaluating them systematically and at stated intervals.”

I. Overview

This report responds to the finding of non-compliance with Standard III.A.5 outlined in the ACCJC reaffirmation letter of June 14, 2022. Over the past 18 months, college staff have completed over 90% of overdue employee evaluations and have implemented substantial changes to employee evaluation systems to support sustained compliance. The remaining past-due evaluations will be completed within the 2023-24 academic year. These efforts have brought the college into compliance and established the necessary conditions and incentives to ensure robust, timely evaluations of all employees in the future.

The efforts to address the finding of deficiency centered on three primary actions:

- Ensure all overdue evaluations are completed.
- Analyze current systems, forms, policies, collective bargaining agreements, and evaluation procedures and identify improvement areas.
- Select and implement a new system for employee evaluations that will support efficient, timely evaluation processes with tools to facilitate accountability for evaluations.

The Office of the President, Human Resources, and the President’s Leadership Cabinet jointly managed and tracked these efforts.

II. Completing Overdue Employee Evaluations

In August 2022, the college set an aggressive goal to complete 100% of past-due evaluations by the fall 2023 semester. (Ev.1) Progress toward this goal was embedded in regular communications with the college community and the President’s monthly reports to the Board of Trustees. (Ev.2.1,2.2,2.3). All managers and employees responsible for evaluations received monthly updates from Human Resources to help keep them on track. (Ev.3) The cumulative results of these efforts are summarized in the table below:

Employee Classifications	# of Employees 2022	Past Due in July 2022	# of Employees 2023	Past Due in September 2023	# of Past-due Evals Completed 2022-23
Management	116	77	124	9	68
Classified	248	99	272	0	99
Full-time Faculty	185	55	181	9	46
Associate Faculty*	327	-	346	-	-
Total	876	231	923	18	213

*A note on the data in the above table for associate faculty evaluations:

- The formal evaluation cycle for associate faculty is one evaluation every six semesters of service. Associate faculty may not teach every semester, leading to an irregular formal evaluation calendar. To ensure that associate faculty performance is monitored between each formal evaluation, the college requires student evaluations for all associate faculty at least once every year of service. This feedback is reviewed by the department chair, forwarded to the supervising administrator, and may be included in the faculty member's personnel file. Negative student evaluations collected during this process may result in additional off-cycle formal evaluations. **(Ev.4 & 5)** Given this, the college has not included associate faculty in the evaluation totals in the table. All associate faculty who taught in 2022-23 were either in a formal evaluation cycle or were evaluated through student feedback.

In July and August 2022, the President's Leadership team worked with Human Resources to create a database outlining the expected evaluation intervals for each employee and the date of their last completed evaluation. **(Ev.6)** This data was then summarized and merged into a tracking spreadsheet that grouped past-due evaluations by functional area, employee type, and length of time overdue categories. This tracking spreadsheet was shared with the Board of Trustees monthly as part of the president's report and was the primary tracking device to monitor and report progress to the college constituencies. **(Ev.7)** Human Resources established a quarterly email to the President's Leadership group with updates on management, classified, and faculty evaluations across the college, listed by employee name and indicating where evaluations were past due. **(Ev.8)** The final lists of evaluations prior to submission of this report are attached as evidence **9.1, 9.2, and 9.3**

III. Ensuring Continued Compliance

In addition to completing outstanding evaluations, the college reviewed all board policies, administrative procedures, collective bargaining agreements, and the forms and guiding documents for evaluations. This review uncovered significant room for improvement in processes, forms, and communications around evaluations. The college has addressed these concerns through the following actions:

- Negotiated revised faculty evaluation forms and processes. **(Ev.10)**
- Selected an employee evaluation software platform to streamline employee evaluation submission, collection, completion, and tracking. **(Ev.11)**
- Institutionalized monthly emails from HR to all employees responsible for evaluations with lists of all employees, their last evaluation date, and the deadline for the subsequent evaluation. **(Ev.3)**
- Implemented tracking of position control numbers on all employee actions forms to aid in tracking of evaluation cycles.
- Embedded requirements for completed employee evaluations into the updated remote work board policy and administrative procedure. **(Ev.12)**

The most significant development in these efforts is the selection of a new employee evaluation module called "Perform" from NeoGov, a platform used by the college for employee hiring and onboarding. (Ev.11) The new evaluation platform will be implemented this academic year and is on track to be available for management and classified evaluations by fall 2024. It will be used for all employee evaluations by fall 2025. The college is entering contract negotiations with both full-time and part-time faculty unions this year and is pursuing updated, streamlined processes for faculty evaluations in both contracts. Human Resources sends monthly evaluation updates and reminders to keep all managers on track with evaluations. This email system will eventually be supplanted by the notification system in Perform.

IV. Conclusion

Under the leadership of President Guleff, Butte College has comprehensively addressed the finding of non-compliance with Standard III.A.5. College employees have brought the college into compliance with expected evaluation cycles and established the necessary conditions and incentives to ensure robust, timely evaluations of all employees in the future. The college continues to improve internal controls and tracking systems and anticipates continued improvement in these systems.

Appendix A: Evidence Cited

1. Slides from Convocation Presentation, August 2022
2. (2.1, 2.2, 2.3) Minutes from BOT meetings showing the President's updates on evaluations. Ev. 7 is the document that was shared with BOT during the reports on these minutes.
3. Example of monthly HR email to a manager re: past due evaluations.
4. Excerpt from Associate Faculty CBA outlining formal evaluation frequency.
5. Excerpt from Associate Faculty CBA outlining annual student evaluations.
6. Excerpt from FT Faculty spreadsheet listing full-time faculty and evaluation due dates.
7. Summary tracking spreadsheet shared with BOT every month.
8. Quarterly email from HR to Leadership re: MSC and CSEA evaluation status
9. (9.1, 9.2, 9.3) Quarterly spreadsheets from HR to Leadership listing all MSC/CSEA, FT Faculty, and Part-time Faculty employee evaluation statuses.
10. MOU showing a sample of new CBA language on faculty evaluations.
11. BGCCD contract with NeoGov for new employee evaluation and position control software.
12. AP 7280 – Remote Work with an example of embedding current employee evaluations as a requirement for managers.

Accreditation Updates

“...to meet the standard...” for regular Evaluations (III.A.5) with a follow-up report in 18 months that demonstrates compliance.

Three actions for compliance to be completed by the end of the academic year to allow time to compile evidence and write report:

- All employee evaluations up to date.
- Analysis and improvement of processes for administrative evals, including BP/AP, timelines, forms, etc.
- Implement mechanism to better plan and track ongoing evaluation cycle, demonstrating our ability to maintain compliance into the future.

1

Accreditation Moving Forward

Continuous quality improvement projects from our Quality Focus Essay:

- Adaptable Course Design and
- Online Student Education Planning

Team report and letter from ACCJC point to a strong institution with an unwavering commitment to students. Much to commend! Compliance project will take some work but is not difficult.

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Butte-Glenn Community College District
3536 Butte Campus Drive
Oroville, CA 95965

BOARD OF TRUSTEES

MINUTES OF REGULAR MEETING

August 10, 2022

The Board of Trustees of the Butte-Glenn Community College District met on Wednesday, August 10, 2022 at 1:00 PM, at the Butte College Glenn Center, 1366 Cortina Drive, Orland, California

Board Members Present Ms. Julie Boss, President
Mr. Rick Krepelka, Vice President
Mr. Gene Massa, Clerk
Mr. John Blacklock
Mr. Mike Boeger
Mr. John Dahlmeier
Mr. William McGinnis

Board Member Absent None

Staff Members Present Ms. Virginia L. Guleff, Superintendent/President
Dr. Peter Gitau, Vice President
Mr. Andy Suleski, Vice President
Mr. Erik Shearer, Interim Vice President
Ms. Shannon McCollum, Chief of Staff
Various staff also in attendance

Guests None

Pledge of Allegiance to the Flag

Trustee McGinnis led the Pledge of Allegiance to the Flag.

1. **Agenda Approval**

It was moved by Trustee Krepelka, seconded by Trustee Blacklock, to approve the agenda as presented.
Motion carried unanimously.

2. **Communications from the Public – Consent Agenda Items**

There were no public comments.

3. **Approval of Consent Agenda, Item 22-8319 to 22-8323**

It was moved by Trustee McGinnis, seconded by Trustee Massa, to approve the consent agenda as presented.

Motion carried unanimously.

4. **Information Reports**

Academic Senate President's Report – Jess Vickery

No one from Academic Senate was available

Classified Senate President's Report – Chris Westbay

No one from Classified Senate was available

Superintendent/President's Report –Virginia L. Guleff

Ms. Guleff updated the Board on her organizational restructuring plans due to the resignation of VP Stoup. She stated the theme for Institute Day was "Return to Process" and she outlined a number of

the topics. Ms. Guleff also gave an update on enrollment numbers, progress on employee performance evaluations, and the events and organizations she is participating in which include Chico Rotary and Chico Chamber of Commerce. She noted her accomplishments her first month as president which included attending the New CEO conference, meetings with Butte County Chief Administrative Officer, Andy Pickett, and attending the Paradise Ribbon Cutting.

Board Comments

Trustee Dahlmeier stated the new Glenn County facility is an exciting opportunity for Butte College as well as the community. Trustee Blacklock stated former Glenn County Trustee, Fred Perez, is with us in spirit. Trustee Massa noted the science classes at the new Glenn Center have filled already. Trustee McGinnis stated he's looking forward to the Board Planning retreat to discuss the future direction of Butte College. Trustee Boeger congratulated staff for building this new building with operating expenses and not bond dollars. This is a wonderful opportunity for the Glenn County community. Trustee Boss stated she met people of all ages at the ribbon cutting for the new Glenn Center, who want to take classes. This was a special day honoring Fred Perez.

5. **Communications from the Public**

There were no public comments.

6. **Contracts**

Approval of Contracts, Item 22-8324

It was moved by Trustee Blacklock, seconded by Trustee Dahlmeier, to approve the contracts listed on the Contracts Approval Report and authorize the Superintendent/President or designee to enter into the contracts and execute necessary contract documents.

Motion carried unanimously.

Approval of Contract to Purchase Information Technology Goods and Services from Rainforest QA, Inc. utilizing California Multiple Award Schedule CMAS Number 3-18-70-3509A, Item 22-8325

It was moved by Trustee Krepelka, seconded by Trustee Massa, approve the purchase of the required information technology goods and services from Rainforest QA, Inc., utilizing California Multiple Award Schedule CMAS Number 3-18-70-3509A, per the terms of the CMAS contract, for the term of November 3, 2022 through November 2, 2023, in the amount not to exceed \$350,000.00 and authorize District staff to execute the necessary contract documents related to the purchase of information technology goods and services from Rainforest QA, Inc., in accordance with Board Policy 6340 prior to ratification by the Board at a subsequent meeting.

Motion carried unanimously.

7. **Human Resources**

Consider/Approve Amended Employment Contract for Assistant Superintendent/Vice President for Administration, Item 22-8326

Board President Boss provided an oral summary of the contract term and compensation items.

It was moved by Trustee Boeger, seconded by Trustee McGinnis, to approve the employment contract for the Assistant Superintendent/Vice President for Administration.

Motion carried by the following roll call vote:

Ayes – Trustees Boss, Blacklock, Boeger, Dahlmeier, Krepelka, Massa, and McGinnis
Abstain – none
Nos – none
Absent – none

8. **Instruction**

Open for Public Comment and Approval: College and Career Access Pathways (CCAP) Partnership Agreement with Inspire School of Arts & Sciences and Princeton Joint Unified School District beginning July 1, 2022 and ending on June 30, 2025, Item 22-8327

Board President Boss opened the meeting for public comment on the College and Career Access Pathway Agreements. Hearing no public comments, the session was closed.

It was moved by Trustee Massa, seconded by Trustee Krepelka, to approve the proposed College and Career Access Pathways (CCAP) Partnership Agreement between Butte Glenn Community College District and Inspire School of Arts & Sciences and Princeton Joint Unified School District beginning on July 1, 2022 and ending on June 30, 2025.

Motion carried unanimously.

Open for Public Comment and Approval: College and Career Access Pathways (CCAP) Appendix which identify dual enrollment course details for the 2022/23 school year at Biggs, Chico, CORE Butte, Durham, Gridley, Hamilton, Las Plumas, Oroville, Orland, Paradise, Pleasant Valley, and Willows High Schools, Item 22-8328

Board President Boss opened the meeting for public comment on the College and Career Access Pathway Appendices. Hearing no public comments, the session was closed.

It was moved by Trustee Boeger, seconded by Trustee Massa, to approve the proposed CCAP Appendix which identify dual enrollment course details for the 2022/23 school year at Biggs, Chico, CORE Butte, Durham, Gridley, Hamilton, Las Plumas, Oroville, Orland, Paradise, Pleasant Valley, and Willows High Schools.

Motion carried unanimously.

9. **Administration**

Approval of Response to 2021-2022 Grand Jury Report, Item 22-8329

It was moved by Trustee McGinnis, seconded by Trustee Blacklock, to approve the Response to 2021-2022 Grand Jury Report.

Trustee Blacklock stated only five students were interviewed unbeknownst to the college. No one at the college administration was contacted nor were they interviewed. The District was surprised by this report. Trustee Boeger stated our program exceeds the requirement. We offer exceptional services, and he doesn't agree with the Grand Jury's report.

Motion carried unanimously.

10. **Closed Session**

There was no closed session.

11. **Adjournment**

Board President Boss adjourned the meeting at 1:34 PM.



Butte-Glenn Community College District
3536 Butte Campus Drive
Oroville, CA 95965

BOARD OF TRUSTEES

MINUTES OF REGULAR MEETING

October 12, 2022

The Board of Trustees of the Butte-Glenn Community College District met on Wednesday, October 12, 2022 at 1:00 PM, in the District Board Room at Butte College in Oroville, California

Board Members Present Ms. Julie Boss, President
Mr. Rick Krepelka, Vice President
Mr. Gene Massa, Clerk
Mr. John Blacklock
Mr. Mike Boeger
Mr. John Dahlmeier
Mr. William McGinnis
Ms. Elie Wyllie, Student Trustee

Board Member Absent None

Staff Members Present Ms. Virginia L. Guleff, Superintendent/President
Mr. Andy Suleski, Asst Superintendent/Vice President
Mr. Erik Shearer, Interim Vice President
Ms. Shannon McCollum, Chief of Staff
Mr. Jess Vickery, Academic Senate President
Mr. Chris Westbay, Classified Senate President
Various staff also in attendance

Guests John Nock, community member

Pledge of Allegiance to the Flag

Trustee Blacklock led the Pledge of Allegiance to the Flag.

1. **Agenda Approval**

It was moved by Trustee Boeger, seconded by Trustee Massa, to approve the agenda as presented.

Motion carried unanimously. Student Trustee – aye.

2. **Introduction of New Faculty**

Superintendent/President Guleff stated there are 6 new faculty. She introduced Vice President Erik Shearer to welcome the new faculty in Instruction. Ms. Guleff introduced Dean Tammera Shinar to welcome the new faculty in Student Services. Board President Boss recessed the meeting for 10 minutes.

3. **Communications from the Public – Consent Agenda Items**

There were no public comments.

4. **Approval of Consent Agenda, Item 22-8343 to 22-8348**

It was moved by Trustee Dahlmeier, seconded by Trustee Blacklock, to approve the consent agenda as presented. Trustee Boeger asked for an amendment to the Sept 14, 2022 minutes under item number 22-8341: 2022-2023 Final Budget to note that Trustee Krepelka seconded the motion to pay for the planetarium with District funds and also add that this motion did not pass.

Motion to approve the Consent Agenda with the amended minutes carried unanimously. Student Trustee – aye.

5. **Information Reports**

Academic Senate President's Report – Jess Vickery

Mr. Vickery noted Academic Senate created a committee to address the implementation of AB928. He also noted an advisory committee for Dual Enrollment was also created.

Classified Senate President's Report – Chris Westbay

Mr. Westbay stated Classified Senate created a committee to update the Classified Hiring Guidelines. A team was also created to update the Mission Statement. He requested people submit recipes for their FriendsGiving Recipe book.

Student Trustee Comment – Elie Wyllie

Ms. Wyllie reported on upcoming events which included a poem workshop, queer week, and the horticulture club plant sale. She let the Board know that students are settling into their school routine and excited to be back to a relatively normal in-person schedule and they appreciate the human interaction.

Superintendent/President's Report – Virginia L. Guleff

Ms. Guleff stated Butte College was awarded a \$3 Million dollar Hispanic Serving Institution grant. This grant will help develop a Center for Access, Success and Achievement (CASA) center to better serve our Latinx and low-income students. President Guleff summarized conferences she attended including Guided Pathways Institute and Hispanic Association of Colleges and Universities (HACU). She gave an update on completion of evaluations, the upcoming CASE conference, and community collections made.

Board Comments

Trustee Boss noted that students at the Glenn Center also have food and housing insecurities and services need to be offered at the Glenn Center for those students. Trustee Dahlmeier enjoyed the Community Event welcoming Superintendent/President Guleff. He stated it was well attended. Trustee Blacklock welcomed new faculty. Trustee Boeger stated it was good to see more students on campus. Trustee Krepelka stated the Board Retreat is on Friday and Saturday. He encouraged his fellow Trustees not to start with "no" or "can't" as those mean "won't." He's looking forward to open minded conversations. Trustee Massa challenged the Board and campus to contribute to the Holiday Food Drive. He also met with President Guleff in Willows to meet with local Glenn County representatives. Trustee McGinnis thanked the College for the additional EV parking. He is participating in the accreditation process for LA College and the process is simpler than in years past. Mr. McGinnis stated he received his Foundation Statement but there wasn't an explanation as to why there was a deficit in earnings. He asked for future statements explain this. Trustee Boss gave an update on the Foundation which included an audit and Gala updates.

6. **Communications from the Public**

There were no public comments.

7. **Contracts**

Approval of Contracts, Item 22-8349

It was moved by Trustee Blacklock, seconded by Trustee Dahlmeier, to approve the contracts listed on the Contracts Approval Report and authorize the Superintendent/President or designee to enter into the contracts and execute necessary contract documents.

Motion carried unanimously. Student Trustee – aye.

Approval of Contract to Purchase Tenable Product from SHI International, Corp. utilizing California Participating Addendum Number 7-16-70-36, Item 22-8350

It was moved by Trustee Krepelka, seconded by Trustee McGinnis, to approve the purchase of the required Tenable.sc from SHI International, Corp. utilizing California Participating Addendum Number 7-16-70-36, per the terms of the contract, for the term of December 21, 2022 through December 20, 2023, in the amount not to exceed \$293,285.36 and authorize District staff to execute the necessary contract documents related to the purchase of the required product from SHI International, Corp. in

accordance with Board Policy 6340 prior to ratification by the Board at a subsequent meeting.

Motion carried unanimously. Student Trustee – aye.

8. **Finance**

Board Criteria for 2023-2024 Budget Development, Item 22- 8351

Ms. Guleff stated that this is the draft 2023-2024 budget criteria for Board review. VP Suleski stated changes can be seen on the draft criteria. The document has been reviewed by the President's Staff and the Planning & Budget Committee. The criteria with any recommended changes from the Trustees will return to the Board for approval at the November 16, 2022 meeting.

Trustee Boeger asked for the reason to change of the contingency reserve from 5% to 15%. VP Suleski stated this was a required change from the Chancellor's Office. Trustee Krepelka as for language to be added to increase efficiencies and processes. Trustee Blacklock stated the upcoming retreat might lead to additional items being added. Trustee Krepelka noted that cyber security is a real issue. This Board has a responsibility to protect the District.

9. **Student Services**

Open for Public Comment and Approval: College and Career Access Pathways (CCAP) appendix: Long Valley Charter School 2022-2023, Item 22-8352

Board President Boss opened the meeting for public comment on the College and Career Access Pathway Appendices. Hearing no public comments, the session was closed at 2:29 p.m.

It was moved by Trustee Boeger, seconded by Trustee Krepelka, to approve the proposed CCAP Appendix which identifies dual enrollment course details for the 2022/2023 school year at Long Valley Charter School.

Motion carried unanimously. Student Trustee – aye.

Review of the 2022-2025 Student Equity Plan, Item 22-8353

Superintendent/President Guleff stated the 2022-2025 Student Equity Plan is being presented for review. The plan will return for approval at the November Board of Trustees meeting.

Trustee Blacklock stated he was pleased to see the level of detail and quantifiable data. He asked that "Trustee" be added to the section on employee training.

10. **Closed Session**

Board President Boss reported the following action was taken during Closed Session, in accordance with Government Code section 54956.95:

The Board of Trustees by unanimous vote rejected the liability claim of claimant Lisa Bernal-Wood by Operation of Law due to passage of time.

The Board of Trustees by unanimous vote rejected the liability claim of claimant Mario Vela.

11. **Adjournment**

Board President Boss adjourned the meeting at 3:35 PM.



Butte-Glenn Community College District
3536 Butte Campus Drive
Oroville, CA 95965

BOARD OF TRUSTEES

MINUTES OF REGULAR MEETING

June 28, 2023

The Board of Trustees of the Butte-Glenn Community College District met on Wednesday, June 28, 2023, at 3:00 PM, in the District Board Room at Butte College in Oroville, California.

Board Members Present Mr. Rick Krepelka, President
Mr. Mike Boeger, Clerk
Mr. John Blacklock
Mr. John Dahlmeier
Mr. William McGinnis
Mr. John Nock

Board Member Absent Mr. Eugene Massa, Vice President

Staff Members Present Ms. Virginia L. Guleff, Superintendent/President
Mr. Andy Suleski, Assistant Superintendent/Vice President
Mr. Erik Shearer, Vice President
Mr. Brad Zuniga, Interim Vice President
Ms. Shannon McCollum, Chief of Staff
Dr. Jess Vickery, Academic Senate President
Mr. Chris Westbay, Classified Senate President
Various staff also in attendance

Guests None

Pledge of Allegiance to the Flag

Trustee Krepelka led the Pledge of Allegiance to the Flag.

1. Agenda Approval

It was moved by Trustee Blacklock, seconded by Trustee Dahlmeier, to approve the agenda as presented. Motion carried unanimously. Trustee Massa was not present for the vote.

2. Measure J

2022 – 2023 Measure J Citizens’ Bond Oversight Committee Report and Annual Status Report, Item 23-8461

Superintendent/President Guleff noted this update is an informational item and introduced Assistant Superintendent/Vice President Suleski to update the Board on the activities of the Citizens’ Bond Oversight Committee during the fiscal year 2022-2023. He also reported that the District expended all of Series A \$43,273,000 and approximately \$25M of Series B. The District issued Series C bonds for \$50M in June 2022 to provide enough funding for the new science building. As of June 30, 2023, 27 projects have been completed and 14 projects are in progress.

3. Communications from the Public – Consent Agenda Items

There were no public comments.

4. **Approval of Consent Agenda, Item 23-8462 to 23-8468**

It was moved by Trustee McGinnis, seconded by Trustee Dahlmeier, to approve the consent agenda as presented.

Motion carried unanimously. Trustee Massa was not present for the vote.

5. **Information Reports**

Academic Senate President's Report – Jess Vickery

Dr. Vickery stated Academic Senate honored outgoing senators and welcomed new ones at their last meeting. Senate approved the new course add authorization process, which is more efficient for students. They also started their discussion of AB111 about common course numbering.

Classified Senate President's Report – Chris Westbay

Mr. Westbay stated Classified Professionals Day on May 31 was well attended. They also continued the tradition of providing coffee, snacks, and scantrons to students during finals week.

Superintendent/President's Report – Virginia L. Guleff

Superintendent/President Guleff updated the Board on the events she attended which included a performance of the Butte College Jazz Ensemble, Pop Ensemble, and Choir; State Parks graduation celebration; the campus Award and Retiree Celebrations; and CCLC Conference in Monterey where Bill McGinnis was honored for 30 years as a Trustee. She gave an update on the progress of evaluations. Superintendent/President Guleff stated we received the Native American Student Support and Success Program Grant from the Board of Governors for \$1.5 million over five years. The faculty hiring process is completed and 17 new faculty will begin in the fall. These hires fill vacant positions.

Board Comments

Trustee Blacklock attended all of the graduation celebrations. He stated it was a joy and honor to attend. Trustee Boeger noted the retreat was productive and informative. Trustee Dahlmeier stated it was an honor to attend Commencement and congratulate all the students. Trustee McGinnis traveled to the Scandinavian countries and noticed their universities don't have a lot of green space. He appreciates our campus. He asked about looking into professions that need employees, like air traffic controllers. Trustee Nock stated this was his first commencement as a Trustee. He enjoyed the Butte County Farm Bureau Summer BBQ and thanked Superintendent/President Guleff for attending. Trustee Krepelka noted the large number of first-generation college students at Commencement.

6. **Communications from the Public**

There were no public comments.

7. **Contracts**

Approval of Contracts, Item 23-8469

It was moved by Trustee Boeger, seconded by Trustee Dahlmeier, to approve the contracts listed on the Contracts Approval Report and authorize the Superintendent/President or designee to enter into the contracts in accordance with Board Policy 6340 prior to ratification by the Board at a subsequent meeting, contingent upon available funding and successful completion of negotiation of terms with the contractors.

Motion carried unanimously. Trustee Massa was not present for the vote.

Approval of Contract to Purchase Products and Services from CareerAmerica, LLC dba Ocelot utilizing Foundation for California Community Colleges Master Services Agreement No. 00003389, Item 23-8470

It was moved by Trustee Boeger, seconded by Trustee McGinnis, to approve the purchase of the required GetAnswers, GetSAP, Chatbot, LiveChat, and Texting products and services from Ocelot, utilizing Foundation for California Community Colleges Master Services Agreement No. 00003389, per the terms of the FCCC contract, for the term of July 1, 2023 through June 30, 2026, in the amount not to exceed \$171,090.00 and authorize District staff to execute the necessary contract documents related to the purchase of products and services from Ocelot in accordance with Board Policy 6340 prior to ratification by the Board at a subsequent meeting.

Motion carried unanimously. Trustee Massa was not present for the vote.

8. **Finance/Facilities**

Adoption of the 2023-2024 Tentative Budget, Gann Limit Worksheet, EPA Spending Determination Report and Notice of Public Hearing on the 2023-2024 Budget, Item 23-8471

It was moved by Trustee McGinnis, seconded by Trustee Boeger, to adopt the 2023-2024 Tentative Budget, the 2023-2024 Gann Limit Worksheet and the EPA Spending Determination Report.

Motion carried unanimously. Trustee Massa was not present for the vote.

The Board of Trustees announced that the proposed 2023-2024 Final Budget will be available for public inspection beginning September 6, 2023, at the Office of the Assistant Superintendent/Vice President for Administration; and a public hearing will be held at 1:00 p.m. at the Board meeting on September 13, 2023, to be followed by the adoption of the 2023-2024 Final Budget.

Authorization to Submit 2025-2029 Five-Year Construction Plan, Item 23-8472

It was moved by Trustee McGinnis, seconded by Trustee Nock, to authorize Administration to submit the 2025-2029 Five-Year Construction Plan.

Motion carried unanimously. Trustee Massa was not present for the vote.

9. **Human Resources**

Consider/Approve Amended Employment Contract for Superintendent/President, Item 23-8473

Board President Krepelka provided an oral summary of the contract terms and compensation items.

It was moved by Trustee Nock, seconded by Trustee Blacklock, to approve the amended employment contract for the Superintendent/President.

Motion carried by the following roll call vote:

Ayes – Trustees Blacklock, Boeger, Dahlmeier, Krepelka, McGinnis, and Nock

Nos – none

Absent – Massa

10. **Closed Session**

The Board of Trustees of the Butte-Glenn Community College District met in closed session under authority of Government Code Section 54954.5.

Board President Krepelka reported the Board authorized staff to take action towards a settlement on legal matters and provided direction on other legal matters.

11. **Adjournment**

Board President Krepelka adjourned the meeting at 4:23 PM.

Subject: Past Due Evaluation Notice

Date: Wednesday, October 5, 2022 at 3:14:30 PM Pacific Daylight Time

From: Sweeney, Deana

To: [REDACTED]

Sent via Electronic Mail shearerer@butte.edu

October 5, 2022

RE: Past Due Evaluation Notice for Anne Rafferty

Dear [REDACTED]

Hello,

You are currently listed as the supervisor for the following employee: [REDACTED], whose **evaluation is PAST DUE. Their evaluation was due on 7/1/2017.**

It is important to stay current with our evaluations, and to continue completing them in a timely fashion. This is to be compliant with our internal process and labor agreements, and to stay in good standing with Accreditation. The President's Leadership Team and the board of Trustees regularly review our past due evaluations, so it highly recommended and strongly encouraged for supervisors to complete these evaluations, prior to them becoming past due and requiring this notice to be sent.

The [CSEA contract](#) (13.2) indicates "a probationary employee shall be evaluated by the completion of their third (3rd) month and immediately prior to the completion of their fifth (5th) month ..." Permanent employees shall be evaluated every two years on or about their anniversary date.

The evaluation forms, including the employee self-evaluation form, can be located here: [Evaluation Forms](#) (scroll to the bottom of the webpage to view the classified employee evaluation documentation).

You are listed as the supervisor for the above-referenced employee in Colleague. If you have received this notice in error, please complete the [Supervisor Change Form](#). Once HR receives the completed form for review, we will update Colleague to reflect the same.

Thank you

Sincerely,

Human Resources

cc: Personnel File

6.6.3 Frequency of Formal Administrative Evaluation:

The District will make every effort to conduct formal evaluation of associate faculty during the first semester of employment and at least once every six semesters of service. However, in no instance will student feedback or other material be considered that was not developed and collected within the past six semesters of service. Included in the evaluation process is the requirement for a pre-observation conference and a post-performance evaluation conference. Per Article 6.9, a post-performance evaluation conference shall be conducted by the administrative evaluator or their designee. The initial pre-observation conference (in the first semester of employment) and all post-performance evaluation conference meetings (at least once every six semesters of service) will be conducted face-to-face. The District will pay the associate faculty member being evaluated for these face-to-face conference meetings. This payment will be at the current meetings rate contained in the Extra Duty Stipend Schedule for Associate Faculty. See the HR website for current schedule.

6.6.4 More frequent evaluations may be conducted at the discretion of the District or at the request of an associate instructor. Regardless of the actual frequency of the formal Administrative Evaluation of Associate Faculty, when problems or areas of actual or suspected substandard teaching are noticed, the associate faculty member must be notified and the situation must be addressed immediately by implementing a process of progressive evaluation and/or progressive corrective action.

6.2 Student Feedback of Associate Instructors

[BGCCD - CR1 - Evidence 5 - Part-time faculty annual eval requirements.](#)

- 6.2.1 Student Feedback of associate instructors conducted periodically throughout each academic year provides a most useful tool to provide feedback to instructors about their teaching effectiveness. Although student feedback is only one source of performance evaluation, they do provide one of the most direct contacts with the ultimate beneficiary of the District's educational product -- the student. It is for this reason that special emphasis has been placed upon actively soliciting student comments as a necessary part of the students' responsibilities regarding the filling out of the course evaluation instruments.
- 6.2.2 It is the goal of the District that each associate faculty receive student feedback from their students once during each teaching year.
- 6.2.3 General Procedures
1. To allay student fears, student anonymity shall be protected throughout the student feedback process.
 2. The overall in-classroom student feedback process shall be supervised by the area dean or the appropriate off-campus center supervisor.
 3. Associate instructors to receive feedback from their students in a given semester shall be notified in advance and they shall be given a specified period of time during which feedback forms are to be completed.
 4. At the time that the feedback is to be gathered, the instructor shall assign one student the responsibility for reading the directions to the class, administering,

BGCCD - CR1 - Evidence 6 - Sample HR Evaluation Report sent to managers.

NAME	Employee Id	Last Eval Received	Next Eval Due Date	Status
		FA19	22/23	Current
		SP21	23/24	Current
		SP21	23/24	Current
		FA21	FA22	Current
		FA21	24/25	Current
		FA20	23/24	Current
		FA17	20/21	PAST DUE
		SP16	18/19	PAST DUE
		FA20	23/24	Current
		FA21	FA22	Current
		SP22	24/25	Current
		SP22	24/25	Current
		FA19	22/23	Current
		FA19	22/23	Current
		SP22	24/25	Current
		SP22	FA22	Current
		SP21	23/24	Current
		FA21	FA22	Current
		FA21	FA22	Current
		FA19	22/23	Current
			FA22	Current
		FA19	22/23	Current
		SP21	23/24	Current
		SP21	23/24	Current
			FA21	PAST DUE
		SP14	16/17	PAST DUE
		SP21	23/24	Current
		FA18	21/22	PAST DUE
		FA16	19/20	PAST DUE
		FA20	23/24	Current
		SP19	21/22	PAST DUE
		FA21	24/25	Current
		FA19	22/23	Current
		SP20	22/23	Current
		SP21	23/24	Current
		FA20	23/24	Current
		FA19	22/23	Current
		SP12	14/15	PAST DUE
		FA20	23/24	Current
		FA17	20/21	PAST DUE
		SP20	22/23	Current
		SP21	23/24	Current
		SP15	17/18	PAST DUE
		FA19	22/23	Current
		FA22	24/25	Current

BGCCD - CR1 - Evidence 6 - Sample HR Evaluation Report sent to managers.

	FA22	24/25	Current
	SP21	23/24	Current
	SP18	20/21	PAST DUE
	SP22	24/25	Current
	FA21	FA22	Current
	SP21	23/24	Current
	FA16	19/20	PAST DUE
	FA21	FA22	Current
		FA22	Current
	FA19	22/23	Current
	FA19	22/23	Current
	FA19	22/23	Current
	FA16	19/20	PAST DUE
	FA21	FA22	Current
	FA21	24/25	Current
	FA21	24/25	Current
	SP22	24/25	Current
		FA22	Current
	FA21	FA22	Current
		FA22	Current
	SP18	20/21	PAST DUE
	SP22	24/25	Current
	FA04	FA07/SP08	PAST DUE
	FA21	FA22	Current
	FA16	19/20	PAST DUE
	SP22	27/25	Current
	SP21	23/24	Current
	SP18	20/21	PAST DUE
	SP15	17/18	PAST DUE
	SP21	23/24	Current
	FA20	23/24	Current
		FA22	Current

BGCCD - CR1 - Evidence 7 - Monthly Tracking and Board Report spreadsheet.

	CSEA				MSC				Total Evaluates	Total Current	Total Past Due	
	Current	0-2 Years	3-5 Years	>5 Years	Current	0-2 Years	3-5 Years	>5 Years				
President	3	0	0	0	5	0	0	0	8	8	0	
Administrative Services	62	15	0	0	15	1	0	0	93	77	16	
Institutional Effectiveness	0	19	6	1	6	30	4	0	66	6	60	
Instruction	30	24	12	0	2	11	9	1	89	32	57	
Student Services	41	36	0	0	9	17	0	1	104	50	54	
									Total	360	173	187

Subject: MSC/CSEA Evaluation Spreadsheet
Date: Thursday, March 30, 2023 at 3:19:45 PM Pacific Daylight Time
From: Sweeney, Deana
To: Guleff, Virginia, Shearer, Erik, Suleski, Andy, Zuniga, Brad
Attachments: Employee Evaluation Spreadsheet dated 3 29 23.xlsx

Good Afternoon,

Attached is the evaluation spreadsheet through March 2023. Every quarter I will send out for your review.

Once you have reviewed, please let me know if you have any questions and/or corrections.

Thank you in advance.

Deana Sweeney
Human Resources
Butte College
3536 Butte Campus Dr.
Oroville, CA 95965
530-879-4014

Our words create the world we live in. Always be kind.

Id	Full Name	Last Eval Date	Next Eval Date	Notes
3292668		4/1/2023	7/1/2023	On Time - In Progress
3233906		5/26/2023	7/1/2023	On Time - In Progress
3141879		8/1/2021	8/1/2023	On Time - In Progress
3328280		10/1/2021	8/1/2023	On Time - In Progress
3360286		5/1/2023	8/1/2023	On Time - In Progress
3259410		5/26/2023	8/1/2023	On Time - In Progress
3524522		5/26/2023	8/1/2023	On Time - In Progress
3007682		2/1/2023	8/3/2023	On Time - In Progress
3225449		2/1/2023	8/3/2023	On Time - In Progress
3429519		2/1/2023	8/3/2023	On Time - In Progress
3342940		8/14/2021	8/14/2023	On Time - In Progress
3356314		11/17/2021	8/17/2023	On Time - In Progress
3166846		11/1/2021	8/22/2023	On Time - In Progress
3304942		3/1/2023	8/31/2023	On Time - In Progress
3166798		9/1/2021	9/1/2023	On Time - In Progress
3468108		12/6/2022	9/1/2023	On Time - In Progress
3227472		7/3/2023	9/3/2023	On Time - In Progress
3292687		7/3/2023	9/3/2023	On Time - In Progress
3436318		9/11/2020	9/11/2023	On Time - In Progress
3404670		9/11/2021	9/11/2023	On Time - In Progress
3446579		4/3/2023	9/19/2023	On Time - In Progress
3077623		1/25/2021	10/1/2023	On Time - In Progress
3163609		3/10/2021	10/1/2023	On Time - In Progress
3003911		7/6/2021	10/1/2023	On Time - In Progress
3177710		4/1/2023	10/1/2023	On Time - In Progress
3221233		7/3/2023	10/2/2023	On Time - In Progress
3104901		3/31/2023	10/3/2023	On Time - In Progress
3300586		4/3/2023	10/3/2023	On Time - In Progress
3007117		7/3/2023	10/3/2023	On Time - In Progress
3408211		7/3/2023	10/3/2023	On Time - In Progress
3338554		6/15/2021	11/1/2023	On Time - In Progress
3448654		11/1/2021	11/1/2023	On Time - In Progress
3235386		3/1/2022	11/1/2023	On Time - In Progress
3003945		1/3/2023	11/1/2023	On Time - In Progress
3342588		5/4/2023	11/1/2023	On Time - In Progress
3454125		5/18/2023	11/1/2023	On Time - In Progress
3483567		5/24/2023	11/1/2023	On Time - In Progress
3346922		6/1/2023	11/1/2023	On Time - In Progress
3299619		7/3/2023	11/1/2023	On Time - In Progress
3168329		8/1/2023	11/1/2023	On Time - In Progress
3385063		8/1/2023	11/1/2023	On Time - In Progress
3079571		8/1/2023	11/1/2023	On Time - In Progress
3528636		8/1/2023	11/1/2023	On Time - In Progress
3527175		10/2/2023	11/1/2023	On Time - In Progress
3252162		8/14/2023	11/14/2023	On Time - In Progress
3467325		7/3/2017	1/2/2018	Overdue - In Progress
3243864		7/12/2016	7/1/2018	Overdue - In Progress
3262381		1/17/2018	7/1/2020	Overdue - In Progress
3179501		7/1/2019	6/30/2021	Overdue - In Progress
3510179		9/7/2021	3/9/2022	Overdue - In Progress
3219512		10/1/2022	10/2/2022	Overdue - In Progress
3004121		12/11/2020	3/1/2023	Overdue - In Progress

BGCCD - CR1 - Evidence 9.1 - Spreadsheet of all management and classified employees - Eval Status as of November 1, 2023

3403853		11/1/2022	3/8/2023	Overdue - In Progress
3308876		4/4/2023	6/1/2023	Overdue - In Progress
3007479		12/1/2021	12/1/2023	Up to Date
3286562		3/1/2023	12/1/2023	Up to Date
3303795		6/1/2023	12/1/2023	Up to Date
3339839		6/1/2023	12/1/2023	Up to Date
3305663		9/1/2023	12/1/2023	Up to Date
3529211		9/1/2023	12/1/2023	Up to Date
3529202		9/1/2023	12/1/2023	Up to Date
3224739		9/1/2023	12/1/2023	Up to Date
3085425		9/1/2023	12/1/2023	Up to Date
3378509		9/1/2023	12/1/2023	Up to Date
3529212		9/1/2023	12/1/2023	Up to Date
3405744		11/3/2021	12/3/2023	Up to Date
3386962		10/5/2023	12/3/2023	Up to Date
3529209		9/5/2023	12/5/2023	Up to Date
3291557		9/8/2023	12/8/2023	Up to Date
3193409		10/17/2022	1/1/2024	Up to Date
3325079		10/17/2022	1/1/2024	Up to Date
3292752		10/1/2023	1/1/2024	Up to Date
3423482		10/1/2023	1/1/2024	Up to Date
3530119		10/2/2023	1/2/2024	Up to Date
3281403		10/2/2023	1/2/2024	Up to Date
3523282		10/2/2023	1/2/2024	Up to Date
3401157		10/2/2023	1/2/2024	Up to Date
3339793		11/2/2022	1/3/2024	Up to Date
3298305		6/3/2022	1/4/2024	Up to Date
3441022		11/3/2023	1/7/2024	Up to Date
3522760		6/14/2023	1/9/2024	Up to Date
3004367		1/27/2022	1/27/2024	Up to Date
3183480		8/29/2022	1/28/2024	Up to Date
3462885		2/1/2022	2/1/2024	Up to Date
3004914		2/1/2022	2/1/2024	Up to Date
3239642		2/1/2022	2/1/2024	Up to Date
3005888		6/6/2022	2/1/2024	Up to Date
3346446		6/8/2022	2/1/2024	Up to Date
3514512		6/29/2022	2/1/2024	Up to Date
3007683		9/1/2022	2/1/2024	Up to Date
3177071		9/11/2022	2/1/2024	Up to Date
3004395		10/3/2022	2/1/2024	Up to Date
3289045		10/4/2022	2/1/2024	Up to Date
3007633		12/12/2022	2/1/2024	Up to Date
3502541		10/1/2023	2/1/2024	Up to Date
3531286		11/1/2023	2/1/2024	Up to Date
3343236		11/1/2023	2/1/2024	Up to Date
3382474		11/1/2023	2/1/2024	Up to Date
3301903		11/1/2023	2/1/2024	Up to Date
3531287		11/1/2023	2/1/2024	Up to Date
3334997		10/31/2022	2/2/2024	Up to Date
3094798		12/5/2022	2/3/2024	Up to Date
3317079		7/1/2023	2/3/2024	Up to Date
3191706		5/24/2022	2/6/2024	Up to Date
3274640		2/7/2022	2/7/2024	Up to Date
3380597		2/14/2022	2/14/2024	Up to Date

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3090001		7/21/2022	2/18/2024	Up to Date
3263120		3/1/2022	2/29/2024	Up to Date
3436181		3/1/2022	2/29/2024	Up to Date
3200130		3/1/2022	2/29/2024	Up to Date
3474390		3/1/2020	3/1/2024	Up to Date
3394572		2/9/2022	3/1/2024	Up to Date
3320017		3/9/2022	3/1/2024	Up to Date
3291040		6/8/2022	3/1/2024	Up to Date
3286665		9/13/2022	3/1/2024	Up to Date
3324105		9/28/2022	3/1/2024	Up to Date
3318152		10/2/2022	3/1/2024	Up to Date
3209992		12/5/2022	3/1/2024	Up to Date
3236291		12/20/2022	3/1/2024	Up to Date
3089482		8/17/2022	3/3/2024	Up to Date
3211192		10/1/2023	3/9/2024	Up to Date
3169316		4/1/2023	3/13/2024	Up to Date
3398531		10/6/2022	3/14/2024	Up to Date
3129376		4/1/2022	3/31/2024	Up to Date
3295747		3/25/2022	4/1/2024	Up to Date
3209431		7/20/2022	4/1/2024	Up to Date
3005112		8/11/2022	4/1/2024	Up to Date
3271048		11/17/2022	4/2/2024	Up to Date
3326256		11/17/2022	4/2/2024	Up to Date
3088420		12/6/2022	4/2/2024	Up to Date
3337179		10/1/2023	4/2/2024	Up to Date
3201130		12/5/2022	4/3/2024	Up to Date
3039629		5/1/2022	4/30/2024	Up to Date
3192481		2/2/2022	5/1/2024	Up to Date
3191963		12/15/2022	5/1/2024	Up to Date
3004273		9/2/2022	5/14/2024	Up to Date
3007333		6/1/2022	5/31/2024	Up to Date
3341270		6/1/2022	5/31/2024	Up to Date
3097034		6/1/2022	5/31/2024	Up to Date
3493466		1/25/2022	6/1/2024	Up to Date
3183194		3/21/2022	6/1/2024	Up to Date
3004179		9/20/2022	6/1/2024	Up to Date
3239056		9/14/2022	6/3/2024	Up to Date
3472570		6/27/2022	6/4/2024	Up to Date
3476361		9/26/2022	6/4/2024	Up to Date
3053732		10/4/2022	6/4/2024	Up to Date
3082633		8/14/2022	6/8/2024	Up to Date
3004319		7/1/2022	6/30/2024	Up to Date
3380195		7/1/2022	6/30/2024	Up to Date
3296706		7/1/2022	6/30/2024	Up to Date
3004307		7/1/2022	6/30/2024	Up to Date
3004495		7/1/2022	6/30/2024	Up to Date
3004076		7/1/2010	7/1/2024	Up to Date
3121589		2/7/2022	7/1/2024	Up to Date
3270249		6/1/2022	7/1/2024	Up to Date
3460097		6/1/2022	7/1/2024	Up to Date
3320718		6/3/2022	7/1/2024	Up to Date
3498378		6/9/2022	7/1/2024	Up to Date
3208729		6/27/2022	7/1/2024	Up to Date
3004173		10/7/2022	7/1/2024	Up to Date

BGCCD - CR1 - Evidence 9.1 - Spreadsheet of all management and classified employees - Eval Status as of November 1, 2023

3367291		10/17/2022	7/1/2024	Up to Date
3005895		10/17/2022	7/1/2024	Up to Date
3285700		11/2/2022	7/1/2024	Up to Date
3396799		3/1/2023	7/1/2024	Up to Date
3031807		5/27/2023	7/1/2024	Up to Date
3209430		5/27/2023	7/1/2024	Up to Date
3201648		8/1/2023	7/1/2024	Up to Date
3120964		11/18/2022	7/3/2024	Up to Date
3255209		12/6/2022	7/5/2024	Up to Date
3243770		8/1/2010	8/1/2024	Up to Date
3003679		5/11/2022	8/1/2024	Up to Date
3080475		7/19/2022	8/1/2024	Up to Date
3159225		7/25/2022	8/1/2024	Up to Date
3434188		8/1/2022	8/1/2024	Up to Date
3383877		9/9/2022	8/1/2024	Up to Date
3468055		9/15/2022	8/1/2024	Up to Date
3468066		9/20/2022	8/1/2024	Up to Date
3056438		9/22/2022	8/1/2024	Up to Date
3004757		9/22/2022	8/1/2024	Up to Date
3217173		10/6/2022	8/1/2024	Up to Date
3082275		10/17/2022	8/1/2024	Up to Date
3166816		12/5/2022	8/1/2024	Up to Date
3263291		12/5/2022	8/1/2024	Up to Date
3468786		12/15/2022	8/1/2024	Up to Date
3420603		12/21/2022	8/1/2024	Up to Date
3157393		11/16/2022	8/4/2024	Up to Date
3211934		8/1/2023	8/8/2024	Up to Date
3004819		8/25/2022	8/14/2024	Up to Date
3192215		8/3/2022	8/15/2024	Up to Date
3353799		11/17/2022	8/17/2024	Up to Date
3206801		8/17/2022	8/19/2024	Up to Date
3249823		1/6/2022	9/1/2024	Up to Date
3391378		1/7/2022	9/1/2024	Up to Date
3247691		2/1/2022	9/1/2024	Up to Date
3510375		3/3/2022	9/1/2024	Up to Date
3004592		9/19/2022	9/1/2024	Up to Date
3127884		10/10/2022	9/1/2024	Up to Date
3313394		10/11/2022	9/1/2024	Up to Date
3179678		10/17/2022	9/1/2024	Up to Date
3447783		11/17/2022	9/1/2024	Up to Date
3453513		12/5/2022	9/1/2024	Up to Date
3004158		12/14/2022	9/1/2024	Up to Date
3420654		9/25/2023	9/1/2024	Up to Date
3007540		11/21/2022	9/7/2024	Up to Date
3448286		9/9/2022	9/8/2024	Up to Date
3302819		11/16/2022	9/10/2024	Up to Date
3381662		9/11/2014	9/11/2024	Up to Date
3232672		9/13/2022	9/12/2024	Up to Date
3212031		10/4/2022	9/16/2024	Up to Date
3308887		9/22/2022	9/21/2024	Up to Date
3004926		10/7/2023	9/25/2024	Up to Date
3356571		10/1/2022	9/30/2024	Up to Date
3396649		2/25/2022	10/1/2024	Up to Date
3011503		3/15/2022	10/1/2024	Up to Date

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3003827		7/20/2022	10/1/2024	Up to Date
3490141		7/26/2022	10/1/2024	Up to Date
3256707		9/29/2022	10/1/2024	Up to Date
3200827		10/4/2022	10/1/2024	Up to Date
3004097		12/5/2022	10/1/2024	Up to Date
3448779		4/1/2023	10/1/2024	Up to Date
3282434		5/1/2023	10/1/2024	Up to Date
3048713		1/22/2022	10/2/2024	Up to Date
3449254		9/6/2022	10/3/2024	Up to Date
3415812		8/14/2022	10/14/2024	Up to Date
3387162		10/19/2022	10/18/2024	Up to Date
3005777		4/26/2022	10/30/2024	Up to Date
3338784		3/15/2022	11/1/2024	Up to Date
3274342		3/31/2022	11/1/2024	Up to Date
3477922		3/31/2022	11/1/2024	Up to Date
3481270		9/15/2022	11/1/2024	Up to Date
3256919		9/21/2022	11/1/2024	Up to Date
3430734		9/21/2022	11/1/2024	Up to Date
3004465		10/17/2022	11/1/2024	Up to Date
3400503		11/15/2022	11/1/2024	Up to Date
3260095		12/5/2022	11/1/2024	Up to Date
3220958		12/5/2022	11/1/2024	Up to Date
3269346		12/5/2022	11/1/2024	Up to Date
3004666		12/5/2022	11/1/2024	Up to Date
3007330		6/27/2023	11/1/2024	Up to Date
3292566		11/1/2022	11/3/2024	Up to Date
3343335		12/5/2022	11/15/2024	Up to Date
3398417		3/21/2022	11/18/2024	Up to Date
3444973		9/2/2022	12/1/2024	Up to Date
3126065		9/9/2022	12/1/2024	Up to Date
3004365		10/3/2022	12/1/2024	Up to Date
3225068		12/9/2022	12/1/2024	Up to Date
3165336		9/7/2022	12/2/2024	Up to Date
3491818		11/3/2022	12/2/2024	Up to Date
3371696		12/5/2022	12/4/2024	Up to Date
3314568		5/23/2023	1/1/2025	Up to Date
3206236		6/7/2023	1/1/2025	Up to Date
3457988		7/31/2023	1/1/2025	Up to Date
3007444		8/28/2023	1/1/2025	Up to Date
3255848		9/25/2023	1/1/2025	Up to Date
3284578		1/23/2023	1/2/2025	Up to Date
3370167		1/4/2023	1/3/2025	Up to Date
3494579		5/18/2023	1/3/2025	Up to Date
3202602		9/13/2023	1/3/2025	Up to Date
3523896		10/25/2023	1/3/2025	Up to Date
3005411		7/11/2023	1/4/2025	Up to Date
3520516		2/27/2023	1/6/2025	Up to Date
3080911		1/12/2023	1/11/2025	Up to Date
3260196		4/17/2023	1/19/2025	Up to Date
3144299		1/4/2023	2/1/2025	Up to Date
3271463		1/11/2023	2/1/2025	Up to Date
3262937		2/6/2023	2/1/2025	Up to Date
3232706		3/7/2023	2/1/2025	Up to Date
3325590		3/22/2023	2/1/2025	Up to Date

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3004208		6/5/2023	2/1/2025	Up to Date
3255125		6/27/2023	2/1/2025	Up to Date
3382093		9/12/2023	2/1/2025	Up to Date
3311454		1/31/2023	2/2/2025	Up to Date
3426674		2/1/2023	2/3/2025	Up to Date
3410787		9/11/2023	2/3/2025	Up to Date
3416013		2/6/2023	2/6/2025	Up to Date
3214655		1/10/2023	3/1/2025	Up to Date
3290558		1/25/2023	3/1/2025	Up to Date
3004967		2/28/2023	3/1/2025	Up to Date
3278714		8/8/2023	3/1/2025	Up to Date
3381706		4/6/2023	4/1/2025	Up to Date
3506805		4/27/2023	4/1/2025	Up to Date
3441002		6/7/2023	4/1/2025	Up to Date
3005904		7/11/2023	4/1/2025	Up to Date
3034747		10/2/2023	4/1/2025	Up to Date
3459122		10/11/2023	4/1/2025	Up to Date
3464943		11/1/2023	4/1/2025	Up to Date
3418592		6/7/2023	4/2/2025	Up to Date
3026529		3/22/2023	4/3/2025	Up to Date
3432256		7/13/2023	4/3/2025	Up to Date
3176490		10/2/2023	4/3/2025	Up to Date
3192288		10/5/2023	4/3/2025	Up to Date
3442654		9/19/2023	4/5/2025	Up to Date
3275713		8/31/2023	4/10/2025	Up to Date
3004837		3/7/2023	5/1/2025	Up to Date
3191374		4/19/2023	5/1/2025	Up to Date
3431484		4/25/2023	5/1/2025	Up to Date
3261010		6/14/2023	5/1/2025	Up to Date
3057439		6/22/2023	5/1/2025	Up to Date
3077377		7/4/2023	5/1/2025	Up to Date
3051453		8/31/2023	5/1/2025	Up to Date
3370332		9/1/2023	5/1/2025	Up to Date
3509401		9/29/2023	5/1/2025	Up to Date
3390036		10/30/2023	5/1/2025	Up to Date
3005476		11/13/2023	5/1/2025	Up to Date
3507786		8/17/2023	5/3/2025	Up to Date
3003901		5/14/2023	5/4/2025	Up to Date
3230301		10/18/2023	5/19/2025	Up to Date
3004431		5/18/2023	5/23/2025	Up to Date
3121637		5/18/2023	6/1/2025	Up to Date
3004551		5/22/2023	6/1/2025	Up to Date
3004202		6/1/2023	6/1/2025	Up to Date
3004486		6/22/2023	6/1/2025	Up to Date
3226305		8/28/2023	6/1/2025	Up to Date
3005277		10/5/2023	6/1/2025	Up to Date
3498006		10/16/2023	6/1/2025	Up to Date
3455539		11/3/2023	6/1/2025	Up to Date
3239416		7/18/2023	6/2/2025	Up to Date
3479388		5/22/2023	6/3/2025	Up to Date
3305089		5/23/2023	6/3/2025	Up to Date
3366323		8/22/2023	6/30/2025	Up to Date
3460098		7/1/2022	7/1/2025	Up to Date
3246937		1/9/2023	7/1/2025	Up to Date

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3338488		3/9/2023	7/1/2025	Up to Date
3004342		6/22/2023	7/1/2025	Up to Date
3222870		7/5/2023	7/1/2025	Up to Date
3086967		7/13/2023	7/1/2025	Up to Date
3188339		8/14/2023	7/1/2025	Up to Date
3333798		10/18/2023	7/1/2025	Up to Date
3266831		7/3/2023	7/2/2025	Up to Date
3004196		4/27/2023	7/12/2025	Up to Date
3007944		7/18/2023	7/17/2025	Up to Date
3004317		8/1/2022	8/1/2025	Up to Date
3437077		1/6/2023	8/1/2025	Up to Date
3425165		2/6/2023	8/1/2025	Up to Date
3053316		7/5/2023	8/1/2025	Up to Date
3004476		7/6/2023	8/1/2025	Up to Date
3440508		7/11/2023	8/1/2025	Up to Date
3344539		7/18/2023	8/1/2025	Up to Date
3180813		7/25/2023	8/1/2025	Up to Date
3189756		8/1/2023	8/1/2025	Up to Date
3005434		8/1/2023	8/1/2025	Up to Date
3004593		8/29/2023	8/1/2025	Up to Date
3183314		9/8/2023	8/1/2025	Up to Date
3294568		2/1/2023	8/2/2025	Up to Date
3499112		10/13/2023	8/3/2025	Up to Date
3454904		2/27/2023	8/17/2025	Up to Date
3442398		3/1/2023	8/17/2025	Up to Date
3005019		8/30/2023	8/30/2025	Up to Date
3389674		1/9/2023	9/1/2025	Up to Date
3468911		1/18/2023	9/1/2025	Up to Date
3519765		1/19/2023	9/1/2025	Up to Date
3519764		1/23/2023	9/1/2025	Up to Date
3519763		1/30/2023	9/1/2025	Up to Date
3479448		1/30/2023	9/1/2025	Up to Date
3468876		7/6/2023	9/1/2025	Up to Date
3301150		7/12/2023	9/1/2025	Up to Date
3310133		7/19/2023	9/1/2025	Up to Date
3004522		8/21/2023	9/1/2025	Up to Date
3148352		8/29/2023	9/1/2025	Up to Date
3007245		8/31/2023	9/1/2025	Up to Date
3003772		9/21/2023	9/1/2025	Up to Date
3374452		8/22/2023	9/2/2025	Up to Date
3004526		2/27/2023	9/14/2025	Up to Date
3376590		2/28/2023	10/1/2025	Up to Date
3490049		3/2/2023	10/1/2025	Up to Date
3180821		3/10/2023	10/1/2025	Up to Date
3337485		3/22/2023	10/1/2025	Up to Date
3233901		6/27/2023	10/1/2025	Up to Date
3326634		9/18/2023	10/1/2025	Up to Date
3456423		11/3/2023	10/1/2025	Up to Date
3520434		2/27/2023	10/3/2025	Up to Date
3510019		3/2/2023	10/3/2025	Up to Date
3520532		5/18/2023	10/3/2025	Up to Date
3235762		8/8/2023	10/3/2025	Up to Date
3520438		9/20/2023	10/3/2025	Up to Date
3288916		10/9/2023	10/3/2025	Up to Date

3188020		10/6/2023	10/5/2025	Up to Date
3004185		11/14/2023	10/13/2025	Up to Date
3212423		1/26/2023	10/16/2025	Up to Date
3004088		7/3/2023	10/24/2025	Up to Date
3393360		1/9/2023	11/1/2025	Up to Date
3284523		3/17/2023	11/1/2025	Up to Date
3216335		3/17/2023	11/1/2025	Up to Date
3521196		4/4/2023	11/1/2025	Up to Date
3318981		5/31/2023	11/1/2025	Up to Date
3281590		6/7/2023	11/1/2025	Up to Date
3432258		6/14/2023	11/1/2025	Up to Date
3446875		7/6/2023	11/1/2025	Up to Date
3444800		10/18/2023	11/1/2025	Up to Date
3481263		10/26/2023	11/1/2025	Up to Date
3520844		10/30/2023	11/1/2025	Up to Date
3120361		9/15/2023	11/8/2025	Up to Date
3448667		1/23/2023	12/1/2025	Up to Date
3459075		4/26/2023	12/1/2025	Up to Date
3305107		4/27/2023	12/1/2025	Up to Date
3169726		6/7/2023	12/1/2025	Up to Date
3346531		6/22/2023	12/1/2025	Up to Date
3268608		7/11/2023	12/1/2025	Up to Date
3291108		7/17/2023	12/1/2025	Up to Date
3304162		7/19/2023	12/1/2025	Up to Date
3387474		9/28/2023	12/1/2025	Up to Date
3005879		11/7/2023	12/1/2025	Up to Date
3045049		7/1/2015	10/31/2026	Up to Date
3517410		5/1/2023		Up to Date

NAME	Next Eval Due Date	Status
Antongiovanni, Amy	23/24	Current
Armitage, Christopher	23/24	Current
August, Michelle	SP24	Current
Aulakh, Ripandeep	24/25	Current
Ban, Stephan	25/26	Current
Basurto, Nathan	FA23	Current
Beadle, John	SP24	Current
Bearden, Kenneth	24/25	Current
Bernal-Wood, Bobby	SP26	Current
Bowles, Laurie	25/26	Current
Browne, April	24/25	Current
Bryant, Jennifer	25/26	Current
Bynoe, Cynthia	FA23	Current
Carroll, Dillon	25/26	Current
Cervantes, Matthew	25/26	Current
Charles-Tollerup, Jennifer	23/24	Current
Chavez, Hilda	FA22	Current
Chofla, Shaun-Adrian	SP26	Current
Christiansen, Lisa	23/24	Current
Christiansen, Patrick	23/24	Current
Christopher, Madeline	FA23	Current
Claiborne, Shannon	SP24	Current
Clark, Miya	25/26	Current
Cluver, Theodore	25/26	Current
Conrad, Douglas	25/26	Current
Dahl, Cristina	25/26	Current
Dahlgren, John	23/24	Current
Dalby, Anna	25/26	Current
Davis, Donna	FA23	Current
Day, Tina	22/23	Current
Dev, Sanjay	25/26	Current
Donnelly, Daniel	SP24	Current
Dunn, Elizabeth	25/26	Current
Elke, David	25/26	Current
Emmons, Molly	25/26	Current
Enyeart, Bruce	23/24	Current
Ferguson, Colin	25/26	Current
Fischer, Linda	24/25	Current
Flores, Felicia	FA23	Current
Fredricks, Kelly	23/24	Current
Fukumoto, Randall	25/26	Current
Galli, Kellen (Kelly)	25/26	Current
Gebbia, Joseph	FA23	Current
Gomes, Lynda	25/26	Current
Gonzalez-Cuadros, Irma	SP24	Current

BGCCD - CR1 - Evidence 9.2 - List of all full time faculty and thier evluation status as of November 1, 2023

Gray, Danielle	FA23	Current
Grewal, Mandeep	24/25	Current
Grothe, Thomas	24/25	Current
Gunn, Lisa	SP25	Current
Guzman, Isidoro	FA23	Current
Harrington, Kelsey	FA23	Current
Harris, Gary	FA23	Current
Hauser, Juliet	24/25	Current
Heimlich, Ryan	FA23	Current
Hennessy, April E	25/26	Current
Hensley, Arah	SP25	Current
Henson, Leslie	23/24	Current
Herrick-Wing,Tamsen	25/26	Current
Hovseplan, Vahan	23/24	Current
Jackson, Jessica	FA23	Current
Jenks, Brad	FA24	Current
Jenks, Julie	24/25	Current
Jordan, Jeffery	24/25	Current
Juhl-Darington, Jennifer	SP24	Current
Kekaha, Lisa	23/24	Current
Kelley, Michelle	23/24	Current
Kielb, Craig	24/25	Current
Kirkwood, Kim	24/25	Current
LaGrave, Nicole	23/24	Current
Lechner, Gary	25/26	Current
Lillie, Penny	25/26	Current
Lloyd, Tierra	25/26	Current
Lodewyk, Micheal	25/26	Current
Luden, William "Liam"	FA23	Current
MacKinnon, Mary "Katherine"	23/24	Current
Maclean, Gina	FA23	Current
Maday, Randy	24/25	Current
Martinez, Analia	25/26	Current
Matiasek, Micheal	25/26	Current
Mavis, Mark	25/26	Current
McArthur, Sarah	24/25	Current
McCabe, Deborah	24/25	Current
McDougall, Patrick	25/26	Current
McFall, Dakota	FA23	Current
Meyer, Laurie	SP25	Current
Miko, Katalin	FA23	Current
Millinkevich, Kristen	25/26	Current
Mistry, Shahroukh	25/26	Current
Modes, Mark	24/25	Current
Murawski, Nathen	25/26	Current
Nelsen, Jennifer	24/25	Current
Nichols, Lisa	25/26	Current

BGCCD - CR1 - Evidence 9.2 - List of all full time faculty and thier evluation status as of November 1, 2023

Oberle, Eric	24/25	Current
Ohland, Angela	24/25	Current
Panunto, Micheal	25/26	Current
Perez Delgado, Julio	25/26	Current
Pitter, Russel	24/25	Current
Price, Steve	23/24	Current
Rapozo-Davis, Laura	24/25	Current
Reinbold, Brian	25/26	Current
Riley, Mimi	SP24	Current
Runyan, Amanda	24/25	Current
Sanchez, Henry	24/25	Current
Schmid, Melody	24/25	Current
Senat, Simone	SP25	Current
Sloan, Sandy	23/24	Current
Smallhouse, Sara	24/25	Current
Smith, Micheal A	SP25	Current
Smith, Micheal S	24/25	Current
Snelling, Robert	24/25	Current
Soldate, John	25/26	Current
Springer, Heather	23/24	Current
St.Cin, Steven	25/26	Current
Sun, Dakuan	24/25	Current
Terra, Jill	25/26	Current
Thao, Doua	25/26	Current
Thomas, Russel	23/24	Current
Trento, Jason	25/26	Current
Trolinger, Christine	25/26	Current
Vader, Seth	25/26	Current
Valle, Heather	25/26	Current
Valle, Liael	25/26	Current
Vang, Kia	25/26	Current
Vann, Serey	24/25	Current
Vargas Rivera, Mayra	FA23	Current
Vazquez, Jacob	25/26	Current
Wagster-Penne, Diane	SP24	Current
Walden, Bobby	24/25	Current
Wallace, Martin	25/26	Current
Ward, Deana (on leave)	FA23	Current
Wentzell, Justin	24/25	Current
Wheeler, Kimberly	SP26	Current
White, Andrea	25/26	Current
Williams, Thomas	25/26	Current
Wittsell, Rick	24/25	Current
Womack, Kelly	FA23	Current
Wycoff, Thomas	25/26	Current
Ali, Nijmah	22/23	On Time - In Progress
Baldi, Alessandro	23/24	On Time - In Progress

BGCCD - CR1 - Evidence 9.2 - List of all full time faculty and thier evluation status as of November 1, 2023

Barnett, Daniel	FA23	On Time - In Progress
Bartsch, Kimberly	23/24	On Time - In Progress
Cox, Thomas	FA23	On Time - In Progress
Dewey, Shannamar	23/24	On Time - In Progress
Flesher, Devin	FA23	On Time - In Progress
Giannini, Scott	FA23	On Time - In Progress
Larson, Amanda	FA23	On Time - In Progress
Padilla, Micheal	FA23	On Time - In Progress
Sathrum, Luke	FA23	On Time - In Progress
Sicke, Rachel L	FA23	On Time - In Progress
Suarez, Pablo	FA23	On Time - In Progress
Turner, Charles	FA23	On Time - In Progress
Vickery, Jess	22/23	On Time - In Progress
Wannencacher, Elizabeth	22/23	On Time - In Progress
Wilpolt, Mark	23/24	On Time - In Progress
Wood, Kelly	FA23	On Time - In Progress
Abedini, Hesam	FA23	On Time - In Progress
Campos, Alonzo	FA23	On Time - In Progress
Gruber, Corey	FA23	On Time - In Progress
Higuera, Hannah	FA23	On Time - In Progress
Kim, Esther	FA23	On Time - In Progress
Mathrole, Natalie	FA23	On Time - In Progress
Melendrez, Melissa	FA23	On Time - In Progress
Raymond, Jubal	FA23	On Time - In Progress
Sinclear, Robin	FA23	On Time - In Progress
Wade, Marcu	FA23	On Time - In Progress
Dorsett, Maggi	SP24	On Time - In Progress
Germar, Tia	22/23	On Time - In Progress
Haslem, Marshall	SP24	On Time - In Progress
Holt, Robert	SP24	On Time - In Progress
Hubbard, Patricia	SP24	On Time - In Progress
Johnson, Linda	SP20	On Time - In Progress
Kelly, April	22/23	On Time - In Progress
Kennedy, Brooke	SP23	On Time - In Progress
Peacock, Miles	SP24	On Time - In Progress
Radler, Andrew	SP24	On Time - In Progress
Roberson, Carrie	SP24	On Time - In Progress
Taylor, Amelia	SP24	On Time - In Progress
Troxel, Shannan	SP22	On Time - In Progress
Wakim, Suzanne	SP20	Reassigned
Ward, Teresa	21/22	Reassigned
Withrow-Clark, Robert	22/23	Reassigned
Meier, Alexander	21/22	RETIRING
Nutsch, Rita	24/25	RETIRING
Arteaga, Rachel	FA23	TempFT
Bianchini, Elizabeth	FA23	TempFT
Koch, Geoffrey	FA23	TempFT

BGCCD - CR1 - Evidence 9.2 - List of all full time faculty and thier evluation status as of November 1, 2023

Manning, Phillip	FA23	TempFT
Parker, Jared	FA23	TempFT
Peters, Mari	FA23	TempFT
Sinha, Kristin	FA23	TempFT
Smith, Robert	FA23	TempFT
Ward, Jacob	FA23	TempFT
Ziegenmeyer, Logan	FA23	TempFT

Last Name	First Name	Next Eval Date	Status
Abele	Claire	SP26	Current
Adams	Nicole	SP26	Current
Alonso	Ginger	Sp26	Current
Ashba	Tammy	SP26	Current
Belmonte	Linda	SP26	Current
Buckner	Jennifer	SP26	Current
Camodeca	Michael	SP26	Current
Carile	Amanda	SP26	Current
Cavaness	Linda	SP26	Current
Cowell	Aman	SP26	Current
Demaggio	Julie	SP26	Current
Deromedi	Lia	SP26	Current
Durfield	Timothy	SP26	Current
Edsill	Julia	SP26	Current
Ensslin	Teresa	SP26	Current
Fairchild	Shelley	SP26	Current
Ferro	Sam "Anthony"	SP26	Current
Frazer	Cristin	SP26	Current
Fry	Brandon	SP26	Current
Gray	Santy	SP26	Current
Griffin	Michael	SP26	Current
Griffin	Victoria	SP26	Current
Gust	Karen	SP26	Current
Hart	Diane	SP26	Current
Hayes	Timothy	SP26	Current
Hays	Jonathan	SP26	Current
Huffman	Robin	SP26	Current
Kraemer	Finn	SP26	Current
Leitner	Stacy	SP26	Current
Martin	Jack	SP26	Current
Murphy	Tamara	SP26	Current
Newton	Tyler	SP26	Current
Parsons	Keith	SP26	Current
Parsons	Michelle	SP26	Current
Patience	Hosanna	SP26	Current
Peterson	Rodney	SP26	Current
Riley	Lorianne	SP26	Current
Roady	Caroline	SP26	Current
Scholl	Anna	SP26	Current
Scholl	Mark	SP26	Current
Shippen	Holly	SP26	Current
Skinner	Kelley	SP26	Current
Stevens	Robert	SP26	Current
Strahan	Lori	SP26	Current
Till	Jennifer	SP26	Current
Traulsen	Andrew	SP26	Current
Watsche	Katherine	SP26	Current
Wenger	Christopher	SP26	Current
Wilson	Lauren	SP26	Current
Winslow	Roxanne	SP26	Current

BGCCD - CR1 - Evidence 9.3 - List of all part-time faculty and their current evaluation status as of Nov. 1, 2023.

Araiza	Billie	SP25	Current
Armstrong	Elizabeth	SP25	Current
Berg	Christopher	SP25	Current
Burke	John	SP25	Current
Butler	Brett	SP25	Current
Byard	Gregory	SP25	Current
Davidson	Ryan	SP25	Current
Davila	Christian	SP25	Current
Du	Kseniya	SP25	Current
Evaro	Heidi	SP25	Current
Garner	David	SP25	Current
Gee	Travis	SP25	Current
Grothe	Kerstin	SP25	Current
Hall	Steven	SP25	Current
Haraughty	Gema	SP25	Current
Hilderbrand	Suzanne	SP25	Current
Hull	Patrick	SP25	Current
Jones	Barbara	SP25	Current
Klein	John	SP25	Current
Kokinakes	Maxwell	SP25	Current
Krulder	Joseph	SP25	Current
Larson	Kelly	SP25	Current
Light	Pauline	SP25	Current
Lucot Smith	Katherine	SP25	Current
McMillin	Stella	SP25	Current
Neher	Jeanine	SP25	Current
Oppy	Nancy	SP25	Current
Peeler	Sean	SP25	Current
Peters	Mari	SP25	Current
Rodriguez	Jesus	SP25	Current
Roeder	Miriam	SP25	Current
Sandberg	Ross	SP25	Current
Smith-Peters	Bruce	SP25	Current
Teagarden	Katherine	SP25	Current
Thomas	William "Willie"	SP25	Current
Tochterman	Alan	SP25	Current
Winchell	Quinn	SP25	Current
Wingenter	Oliver	SP25	Current
Zelinsky	Connor	SP25	Current
Anderson	Heidi	SP24	Current
Bailey	Leonard	SP24	Current
Berman	Lisa	SP24	Current
Duran-Roach	Australia	SP24	Current
Henrick	Meredith	SP24	Current
McDonald	Leslie	SP24	Current
Phipps	Matthew	SP24	Current
Sanchez	Gloria	SP24	Current
Steffen	Nathan	SP24	Current
Stevens	Belinda	SP24	Current
Villalba	Margarita	SP24	Current
Williams	Lisa	SP24	Current
Zuniga	Yvette	SP24	Current

BGCCD - CR1 - Evidence 9.3 - List of all part-time faculty and their current evaluation status as of Nov. 1, 2023.

Baum	Sarah	FA26	Current
Buckstead	Christine	FA26	Current
Flores	Sheena	FA26	Current
Frawley	Susan	FA26	Current
Gatton	Jay	FA26	Current
Gurlides	Despina	FA26	Current
Huff	Steven	FA26	Current
Kutil	Devin	FA26	Current
Nakamura	Ayako	FA26	Current
Nicolay	Luke	FA26	Current
Adamy	Hannah	FA25	Current
Anderson	Tiffani	FA25	Current
Baca	John	FA25	Current
Berry	Joannie	FA25	Current
Bromley	Kyleen	FA25	Current
Chin	Fiona	FA25	Current
Cleary	Francis	FA25	Current
Coates	Stephen	FA25	Current
Davis	Adria	FA25	Current
Dunning	Melissa	FA25	Current
Efthymiou	Sarah	FA25	Current
Ellis	Amanda	FA25	Current
Fazlic	Dijana	FA25	Current
Fridrich	Tonia	FA25	Current
Galindo	Roseanna	FA25	Current
Givens	Teresa	FA25	Current
Gonzalez Iniguez	Jose	FA25	Current
Haasl	David	FA25	Current
Hayes	Billy	FA25	Current
Hight	Susan	FA25	Current
Hope	Martha	FA25	Current
Jackson	Jessica	FA25	Current
Kelly	Cameron	FA25	Current
Kidd	Carey	FA25	Current
Lambrigger	Taylor	FA25	Current
Lowe	Deanna	FA25	Current
Meyer	Nancy	FA25	Current
Muelrath	Lani	FA25	Current
Oelrichs	Amy	FA25	Current
Peldo	Curtis	FA25	Current
Peter	Eric	FA25	Current
Pilakowski	Michael	FA25	Current
Price	Victoria	FA25	Current
Rafalski	Jessica	FA25	Current
Shoemaker	Kaylee	FA25	Current
Silliman	Miranda	FA25	Current
Sinha	Kristin A	FA25	Current
Slater	Andrea	FA25	Current
Smith	Brian	FA25	Current
St. Cin	Denise	FA25	Current
Teixeira	Katharina	FA25	Current
Tello	Bernadette	FA25	Current

BGCCD - CR1 - Evidence 9.3 - List of all part-time faculty and their current evaluation status as of Nov. 1, 2023.

Thomas	Crystal	FA25	Current
Trider	Alicia	FA25	Current
Van Der Linde	Juanne	FA25	Current
Wade	Erin	FA25	Current
Welton	David	FA25	Current
Winton	Jason	FA25	Current
Battles	Cheryl	Fa24	Current
Bearden	Stacy	FA24	Current
Bianchini	Elizabeth	FA24	Current
Bonis	Andrea	Fa24	Current
Bordoli	Guy	Fa24	Current
Bowler	William	FA24	Current
Braten	James	Fa24	Current
Buzan	Melinda	Fa24	Current
Calip	Vincent	FA24	Current
Cantrell	Heidi	Fa24	Current
Carlson	Devon	FA24	Current
Chavez	Mark	Fa24	Current
Cook	Alan	Fa24	Current
Cooke	Bradley	FA24	Current
Correa	Steven	Fa24	Current
Crosby	Nandi	Fa24	Current
Fisher	Amber	FA24	Current
Gibbons	Ryan	FA24	Current
Hanley	Kevin	FA24	Current
Herrera	Eric	FA24	Current
Howard	Sue	Fa24	Current
Johal	Rajdeep	FA24	Current
Kieselbach	Tanya	FA24	Current
Lavin	Andrew	FA24	Current
Martin	John	Fa24	Current
Mayer	Derek	FA24	Current
McKenzie	Wendy	Fa24	Current
Meyer	Bruce	FA24	Current
Muster	Kevin	Fa24	Current
Nagai	Sanae	FA24	Current
Nako	Adam	Fa24	Current
Neufeld	Megan	Fa24	Current
Nissen	Karen	FA24	Current
Paisley	Dustin	FA24	Current
Parker	Jared	Fa24	Current
Peterson	Sue	FA24	Current
Pierce	Robert	FA24	Current
Raven	Susan	FA24	Current
Reese	Norman	FA24	Current
Reizgeviute	Agne	FA24	Current
Rios	Albert	FA24	Current
Rohrer	Judith	Fa24	Current
Schleiger	Rachel	FA24	Current
Schmidt	Rebecca	FA24	Current
Smith	Olav	Fa24	Current
Stone	Kathy	FA24	Current

BGCCD - CR1 - Evidence 9.3 - List of all part-time faculty and their current evaluation status as of Nov. 1, 2023.

Thompson	Daniel	FA24	Current
Vela	Shanna	Fa24	Current
Vincent	Zu	FA24	Current
Ward	Jacob	Fa24	Current
Wicks	Michael	Fa24	Current
Williams	Dacia	Fa24	Current
Willmann	Hans	FA24	Current
Winzenz	Thaddaeus	FA24	Current
Wright	Kathline	Fa24	Current
Wymore	Gretel	FA24	Current
Xiong	Moua	FA24	Current
York	Stayce	Fa24	Current
Young	Peter	FA24	Current
Adame	Alondra	FA23	Current
Austin	Vera	FA23	Current
Barba	Benjamin	FA23	Current
Bliss	Megan	FA23	Current
Boek-Dominguez	Stacey	FA23	Current
Boyle	Erin	FA23	Current
Buchnan	Mary	FA23	Current
Campbell	Donald	Fa23	Current
Cantwell	Gary	FA23	Current
Carter	Daniel	FA23	Current
Chase	Shelby	FA23	Current
Chumley	Talitha	FA23	Current
Corona Alcazar	Jasmine	FA23	Current
Daly	Jennifer	Fa23	Current
Dewey	Sean	FA23	Current
Downs	Jordan	FA23	Current
Finkbiner	John	FA23	Current
Frederici	Paul	FA23	Current
Fuchs	Delina	Fa23	Current
Gutierrez	Jennifer	FA23	Current
Harth	Adelaide (Adele)	FA23	Current
Hinkley	Maitlin	FA23	Current
Jenkins	Deborah	FA23	Current
Jones	Gregory	FA23	Current
Kaur	Amanpreet	FA23	Current
Koch	Kristen	FA23	Current
Kraut	Annabella	FA23	Current
Krepelka	James	FA23	Current
Lindblad	Mayu	FA23	Current
Lui	Diane	FA23	Current
McKinnon	Lacey	FA23	Current
McLeod-Kerr	Cortney	FA23	Current
Mellum	Erik	FA23	Current
Milburn	Shane	FA23	Current
Murphy	Aaron	FA23	Current
Nelson-Hall	Jena	Fa23	Current
O'Meara	Christopher	FA23	Current
Pedeva-Fazlic	Desislava	Fa23	Current
Perrone	Alexandra	FA23	Current

BGCCD - CR1 - Evidence 9.3 - List of all part-time faculty and their current evaluation status as of Nov. 1, 2023.

Philbrook	Cody	FA23	Current
Pittman	David	Fa23	Current
Pozzi	John	Fa23	Current
Robinson	Joanne	Fa23	Current
Ruiz	David	Fa23	Current
Saso	James	FA23	Current
Schildhauer	Cynthia	Fa23	Current
Schillig	Selina	FA23	Current
Schmidt	Joel	FA23	Current
Shulman	Anya	FA23	Current
Smith	Craig	FA23	Current
Spangler	Kevin "Autsin"	FA23	Current
Spirk	Stefan	Fa23	Current
Stanely	Ryan	FA23	Current
Strand	Krista "Kat"	FA23	Current
Szczepanski	Catherine	FA23	Current
Talley-Hoffmann	Laura	Fa23	Current
Thapa	Mahendra	FA23	Current
Thiara	Jagdeep	FA23	Current
Thomson	Rodney	FA23	Current
Torres	Melina	FA23	Current
Vancil	Christian	FA23	Current
Velasquez	Alana	FA23	Current
Wall	Timothy	FA23	Current
Weaver	Ashlyn	FA23	Current
White	Erin	FA23	Current
White	Jennifer	Fa23	Current
Willela	Guadalupe (Lupe)	FA23	Current
Wilson	Emilie	FA23	Current
Wright	Joshua "Hayden"	FA23	Current
Knowlton	Sarah	Fa24	Current
Laczko	Kaitlyn	Fa24	Current
Arteaga	Rachel	Sp24	Current
Bellamy	Jennifer	Sp24	Current
Beltran	Peggy	Sp24	Current
Bordin	Steven	Sp24	Current
Burks	Stacey	Sp24	Current
Candelaria	Kelly	Sp24	Current
Cannon	Beth	Sp24	Current
Carey	Margaret	Sp24	Current
Clain	Kimberly	Sp24	Current
Collins	Susan	Sp24	Current
Cowell	Jean	Sp24	Current
Devine	Shannon	Sp24	Current
Diamond	Nicole	Sp24	Current
Doty	Kelly	Sp24	Current
Fay	Casey	Sp24	Current
Fedrizzi	Victor	Sp24	Current
Funk	Herbert	Sp24	Current

BGCCD - CR1 - Evidence 9.3 - List of all part-time faculty and their current evaluation status as of Nov. 1, 2023.

Galloway	Jessika	SP24	Current
Gascon	Joevic	Sp24	Current
Gerrard	Jeremy	SP24	Current
Golladay	Sarah	SP24	Current
Gordon	Scott	SP24	Current
Greeson	Jeffrey	Sp24	Current
Grimes	Ruth	Sp24	Current
Hames	John	SP24	Current
Harris	Eli	Sp24	Current
Hartley	Laurel	Sp24	Current
Hatter	Amber	SP24	Current
King	Cedric	Sp24	Current
Krug	Susan	SP24	Current
Lance	Tomoko	SP24	Current
Linderman	Preston	Sp24	Current
Loch	Sean	SP24	Current
Mandel	Kristi	SP24	Current
Maready	Aaron	SP24	Current
McJunkin	Shawn	Sp24	Current
Minton	Douglas	Sp24	Current
Moore	Ty	SP24	Current
Morales	Lisa	Sp24	Current
Nelms	Kimberly	Sp24	Current
Nilsson	Sharon	Sp24	Current
Noxon	Justin	Sp24	Current
Park	Michael	Sp24	Current
Perez	Jenna	Sp24	Current
Ping	Jean	Sp24	Current
Rogers, Jr.	Robert	Sp24	Current
Singleton	Valerie	Sp24	Current
Spencer	Ivy	Sp24	Current
Spencer	Errin	Sp24	Current
Sutton	Bethany	Sp24	Current
Sylvia	Kathryn	SP24	Current
Tamariz	Santiago	SP24	Current
Tan	Huiyuan	SP24	Current
Torgerson	Leasa	SP24	Current
Utnehmer	Kaitlyn	Sp24	Current
Vasquez	Crystal	Sp24	Current
Watson	Ryan	Sp24	Current
York	Kevin	Sp24	Current
Harrington	Jeffrey	Fa23	On-time In Progress
Liebenberg	Ibe	Fa23	On-time In Progress
Lunel	Ezra	Fa23	On-time In Progress

MEMORANDUM OF UNDERSTANDING

The following memorializes the understanding of the Butte-Glenn Community College District, (hereinafter referred to as the "District") and the Butte College Education Association (hereinafter referred to as "BCEA") in regards to changes made to Appendix G13.

Replace Appendix G13 pages 1-4 with the following:

APPENDIX G13

Timeline for Faculty Evaluation

Faculty Member:
Department:
Semester: <input type="checkbox"/> Fall <input type="checkbox"/> Spring 20
Administrator:
Department Chair/Coordinator (or designee):
Tenured Peer Evaluator(s):

Note: Both chair and peer evaluator must have received peer evaluation training.
 Chair and peer evaluator initials confirming training: _____

<p>IN CLASS PRE-OBSERVATION CONFERENCE:* For new hires, before the 40% instruction point (first semester of employment)</p> <ul style="list-style-type: none"> ✓ DISTRIBUTE EVALUATION OF INSTRUCTOR PERFORMANCE FORMS (G3) ✓ Classroom Observation: (Selected by evaluatee and evaluation team) <i>Will only take place outside of 40-80% of the course week for good reason</i> Control # _____ Course: _____ ✓ Select Option for Student Input (G5) ✓ SELECT CLASSES FOR SFF FORMS: <i>Conducted no later than one week before observation; must be between 40-80% instruction point of the primary term</i> <ul style="list-style-type: none"> ◆ Evaluatee choice class #1: Control # _____ Course _____ ◆ Administrator/Chair/Peer choice class #2: Control # _____ Course _____ 	<p>Date: _____ Room: _____ Time: _____ Option # _____</p> <p>◆Administer <i>after</i> _____, return by _____</p> <p>◆Administer <i>after</i> _____, return by _____</p>
---	--

<p>DISTANCE EDUCATION PRE- OBSERVATION CONFERENCE:* For new hires, before the 40% instruction point (first semester of employment) ✓ DISTRIBUTE EVALUATION OF INSTRUCTOR PERFORMANCE FORMS (G3)</p> <p>✓ PREPARE FOR COURSE TOUR AND OBSERVATION Determine the course to tour Determine the day and time of the course tour and observation Cover the course tour guidance(See HR website)</p> <p>✓ Course Tour and Observation: (Selected by evaluatee and evaluation team) Will only take place outside of 40-80% of the course week for good reason</p> <p>Control # _____ Course: _____</p> <p>✓ SELECT CLASSES FOR SFF FORMS: Conducted no later than one week before observation; must be between 40-80% instruction point of the primary term</p> <p>✓ Course Tour and Observation class: Control # _____ Course _____</p> <p>✓ Evaluatee choice class #1: Control # _____ Course _____</p> <p>✓ Administrator/Chair/Peer choice class #2: Control # _____ Course _____</p>	<p>Course: _____ Tour Date: _____ Time: _____</p> <p>◆Administer after _____, return by _____</p> <p>◆Administer after _____, return by _____</p>
<p>✓ PROVIDE INSTRUCTOR SELF-EVALUATION INPUT FORM (G2) Evaluatee submits to Evaluation Team 1 week prior to class observation</p> <p>◆ Course syllabus for class to be observed. ◆ Objectives for class being observed for in person only ◆ Completed Instructor Self-Evaluation Input Form (G2).</p>	<p>Date Due: _____</p>
<p>EVALUATION TEAM MEETING: (No evaluatee) ✓ Complete Evaluation of Instructor Performance form (G3). ✓ Complete narrative. ✓ Complete Summary of Student Comments</p>	<p>Date: _____ Room: _____ Time: _____</p>
<p>PRIOR TO POST-OBSERVATION CONFERENCE: Minimum 1 day prior to post-observation conference; 2 days if improvement plan included</p> <p>✓ Provide instructor with copy of narrative(s), summary of student Input, and G3 form.</p>	<p>Date Due: _____</p>
<p>POST-OBSERVATION CONFERENCE: ✓ Discuss Performance Rating Sheet (G3). ✓ Discuss narrative comments including student comments/evaluations. ✓ Sign evaluation forms. ✓ If an improvement plan will be created, the post-observation conference will be used to discuss the improvement plan and another meeting will be scheduled to finalize draft and sign if needed.</p>	<p>Date: _____ Room: _____ Time: _____</p>

*Subsequent to the pre-observation conference, a summary of this form will be sent electronically to all participants in the evaluation process.

By: Jan Joste By: Andy Suleski (Dec 13, 2022 12:04 PST)

Date: _____ Date: _____
 For BCEA For the District









BCEA MOU Appendix G13 Changes

Final Audit Report

2022-12-13

Created:	2022-12-12
By:	Kim McCall (McCallKi@butte.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAFAldfdLE9iyAxD0Opeg5j81Yj-PRF6IL

"BCEA MOU Appendix G13 Changes" History

-  Document created by Kim McCall (McCallKi@butte.edu)
2022-12-12 - 11:56:13 PM GMT- IP address: 205.155.141.7
-  Document emailed to Jason Trento (TrentoJa@butte.edu) for signature
2022-12-12 - 11:57:02 PM GMT
-  Email viewed by Jason Trento (TrentoJa@butte.edu)
2022-12-13 - 1:31:38 AM GMT- IP address: 104.28.124.113
-  Document e-signed by Jason Trento (TrentoJa@butte.edu)
Signature Date: 2022-12-13 - 1:32:14 AM GMT - Time Source: server- IP address: 98.238.183.162
-  Document emailed to Andy Suleski (suleskian@butte.edu) for signature
2022-12-13 - 1:32:15 AM GMT
-  Email viewed by Andy Suleski (suleskian@butte.edu)
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-  Document e-signed by Andy Suleski (suleskian@butte.edu)
Signature Date: 2022-12-13 - 8:04:33 PM GMT - Time Source: server- IP address: 205.155.141.7
-  Agreement completed.
2022-12-13 - 8:04:33 PM GMT



BUTTE-GLENN COMMUNITY COLLEGE DISTRICT
 3536 Butte Campus Drive, Oroville, CA 95965

CONTRACT APPROVAL FORM

This Contract Approval Form must be completed and attached to any proposed contract (i) not created by Business Contracts & Risk Management or (ii) any altered District template contract. The contract preparer, Dean or Director, and Vice President of the initiating department should read and review the terms of the contract and verify that they accurately reflect the terms negotiated between the parties.

TO BE COMPLETED BY DISTRICT ONLY					
The person initiating this contract must complete this section and obtain appropriate initials before contract will be approved.					
Initiating Department:	HR	Preparer's Name & ID:	Deana Sweeney 3077377	Phone:	2400
Vendor Name:	NEOGOV		Vendor ID:	3413535	
PO Description (Max. 25 characters):	Software automation for the district's performance evaluation process				
Budget Code:	11099150167300054511	PO Amount:	45,829.00		
Contract Monitor Name (Person Who Approves Invoices):	Chris Little			Phone:	2400
Dept. Dean/Director Initials:	<u>CL</u>		Dept. Vice President Initials:	<u>AS</u>	
Business Contracts Approval:	<u>RB</u>	<u>KN</u>	Purchase Order Number:		

Exhibit A Order Form



NEOGOV

Customer:

Governmentjobs.com, Inc. (dba "NEOGOV")
2120 Park Pl, Suite 100
El Segundo, CA 90245
United States
billing@neogov.com
Sales Rep: Kevin O'Connor

Butte College (CA)
3536 Butte Campus Drive
Oroville, CA 95965
USA

Quote Valid From: 9/5/2023
Quote Valid To: 9/8/2023

Quote Number: Q-10808
PaymentTerms: Annual,Net 30
Subscription Term in Months: 12

Employee Count: 575
Order Summary

RECURRING

Service Description	Start Date	End Date	Term Price (USD)
Perform Subscription			\$20,592.00
Position Import Subscription			\$3,308.00
Employee Import Subscription			\$3,308.00
New Hire Export (IN) Subscription			\$1,971.00
RECURRING TOTAL:			\$29,179.00

ONE-TIME

Service Description	Start Date	End Date	Term Price (USD)
Perform Setup			\$7,200.00
Position Import Setup			\$3,150.00
Employee Import Setup			\$3,150.00



Butte-Glenn Community College District

BOARD POLICY

AP 7280

Working Remotely:

Classified Professionals and Management/Supervisory/Confidential

References:

Adopted: June 2014
Last Revised: November 2022
Last Reviewed: November 2022

All remote workers are expected to comply with the District Working Remotely policy and procedures.

Definitions

- Remote work: is defined as periodic work away from the normal work location, one or more days per week, either at home or at a remote site. More formally, it is the partial substitution of computers or remote technologies or both, for the commute to work. It is usually an off-site arrangement that permits employees to work in or near their homes, near clients' offices or at project sites for all or part of a work week.
 - Remote work may be accomplished either through full remote work in limited circumstances, such as designated IT professionals, or by a hybrid assignment where the employee splits their work week between a main office and a remote location. Remote work does not change the number of days and/or hours worked.
- Main office or official work-site: refers to the employee's normal and customary work site at a District location.
- On ground: refers to work accomplished at the employee's Main Office or other District location.

Eligibility

- Full-time classified employees, managers, and supervisors are eligible for participation in the remote work program.
- Probationary and temporary employees are not eligible to participate unless the position has been designated as remote due to special or extenuating circumstances and has been approved by the Vice President for their area.
- Employees serving in a training capacity or providing hands-on service will not normally be approved to participate in the remote work program on a regular, ongoing basis. Remote work will not be offered when doing so would impact the applicable department's ability to meet demand for on-campus services and support to address internal and external District needs.
- Managers and supervisors who have not completed timely performance evaluations of their subordinates will not be eligible to participate in this program until such time as those evaluations are made current. Additionally, a current, positive evaluation is required for all employees who apply to work remotely.
- Final approval for any remote schedule rests with the applicable Vice President and will be reported to Leadership Team.