

GUAM COMMUNITY COLLEGE BOARD OF TRUSTEES
Monthly Meeting – Friday, February 6, 2015, 12:00 p.m.
President’s Conference Room, Building 2000

AGENDA

I. CALL TO ORDER

1. Roll Call
2. Recital of Mission Statement
Guam Community College is a leader in career and technical workforce development, providing the highest quality, student-centered education and job training for Micronesia.

II. APPROVAL OF MINUTES

1. Monthly Meeting of January 13, 2015

III. COMMUNICATIONS

IV. PUBLIC DISCUSSION

V. REPORTS

1. *President’s Report:*
 - Financial Status of the College
 - Capital Improvement Projects (CIP)
2. *Monthly Activities Reports:*
 - Student Trustee
 - Faculty Advisory Member
 - Support Staff Advisory Member
3. *Board of Trustees Community Outreach Report*

VI. UNFINISHED BUSINESS

1. Construction Projects Updates
 - Building 100 and Forensic Lab
2. Western Interstate Commission for Higher Education (WICHE)

Updated

VII. NEW BUSINESS

1. FY2016 Budget Request
2. Midterm Report Certification for ACCJC
3. Sustainability Policy
4. Proposed Fee Structure
5. Approval of Faculty Ratification of Updated Evaluation Tool

VIII. EXECUTIVE SESSION

1. Personnel Matters
2. Labor Management Relations
3. Legal Matters

IX. ADJOURNMENT

GUAM COMMUNITY COLLEGE
Board of Trustees
Monthly Meeting of January 13, 2015

Minutes

I. CALL TO ORDER

The monthly meeting of the GCC Board of Trustees held on January 13, 2015, was called to order at 12:10 p.m., by Chairperson Deborah Belanger, in the President's Conference Room located at the Student Services & Administration Building in Mangilao, Guam.

1. Roll Call. Trustees Present: Ms. Deborah C. Belanger; Mr. Frank P. Arriola; Mr. Richard P. Sablan; Ms. Elmarie Anderson, Student Trustee; Mr. Frederick Tupaz, Faculty Advisory Member; Mr. Kenneth Bautista, Support Staff Advisory Member. Not in attendance: Mr. John Benito (off-island); Ms. Gina Ramos (schedule conflict).

Others in attendance: Dr. Mary A.Y. Okada, President; Dr. R. Ray D. Somera, Vice President, Academic Affairs Division; Ms. Carmen Santos, Vice President, Finance and Administration; Ms. Jayne Flores, Assistant Director, Communications & Promotions; Dr. Gina Tudela, Dean, TPS; R. Gary Hartz, Associate Dean, TSS; Ms. Doris Perez, Assistant Director, Planning & Development; Attorney Matthew Kane, Legal Counsel.

2. Recital of Mission Statement. Board members recited the Mission Statement: Guam Community College is a leader in career and technical workforce development, providing the highest quality, student-centered education and job training for Micronesia.

II. APPROVAL OF MINUTES – December 11, 2014.

MOTION

IT WAS MOVED BY TRUSTEE FRANK ARRIOLA AND SECONDED BY TRUSTEE ELMARIE ANDERSON THAT THE BOARD APPROVE THE MEETING MINUTES OF DECEMBER 11, 2014, WITH CORRECTIONS. NONE OPPOSED, MOTION CARRIED. (Voting: 4 ayes, 0 nays)

III. COMMUNICATIONS – None at this time.

IV. PUBLIC DISCUSSION – None at this time.

V. REPORTS

1. President's Report: President Okada reported on the following:

Financial Status: The President provided the Board with a current financial status of the College as follows:

FY2015: As of January 9, 2015, the College received approximately \$2.247 Million from the General Fund. No other payments were received. Total received constitutes 14% of the total appropriations for FY2015 but will continue to communicate with Dept. of Administration for release of funds.

Capital Improvement Projects and other activities: President Okada reported the following:

CIP Projects.

FY2015:

-G4S is the vendor identified for the fire alarm and mass notification system that will connect all fire alarms on campus; drinking fountains, RFQ has been issued; campus wide transparent door signage, as last reported SOW has been submitted and will continue to follow up; hand railing and bars, will issue RFBs.

Other projects:

-GCC has received a FEMA award to host a multi-hazard emergency planning for higher education. This is in partnership with UOG, the President asked the Board to pass on this information to anyone that might be interested in attending March 24-26, 2015.

-The College recently hosted a Sustainability Workshop, with CTE State leadership funding. Approximately 24 secondary students participated in this renewable energy and robotics workshop.

-Approximately 15 high school students recently attended the College Access Challenge Grant Program "Winter Bridge" program.

-A public hearing is scheduled on campus on January 20-21, 2015. Being considered are fee adjustments for Prior Learning Assessment, CTE recording fee, and High School Equivalency program.

-The Board was provided with copies of the Mid Term Report (draft) due to the ACCJC in March 2015. Final approval will be submitted during the February 6, 2015 BOT meeting.

-President Okada recently attended ACCJC training as a commissioner and has provided VPs with suggested updates to GCC processes, including information that the ACCJC Basics Online course will also be updated to the new standards.

-Recently submitted to ACCJC, a list of five GCC personnel (3 administrators, 2 faculty) recommended as accreditation evaluators: Dr. Virginia Tudela, Vice President Carmen Santos, Ms. Marlena Montague, Mr. Tony Roberto, and Mr. Chris Dennis.

2. Monthly Activities Report

Student Trustee: Student Trustee Elmarie Anderson reported as follows:

-Feb. 6, 2015: COPSA General Membership meeting; GCC Student Organization Officer & Advisor Training, plus a health certificate workshop.

Faculty Advisory Member: Frederick Tupaz reported as follows:

- Jan. 16, 2015: Faculty report in for first day of Spring Semester.
- Faculty Union has completed faculty evaluation tool negotiations and anticipates ratifying faculty evaluation rubric during faculty professional development day on Feb. 2, 2015. If ratified, will be presented at the next BOT meeting.
- Dec. 12, 2014: attended Bldg. 200 ribbon cutting ceremony.

Support Staff Advisory Member: Kenneth Bautista reported as follows:

- Preparing for upcoming Spring semester, classrooms being prepared.
- Registration deadline is today, Jan. 13, 2015.

3. Board of Trustees Community Outreach Report.

- Dec. 12, 2014, Bldg. 200 ribbon cutting ceremony: attended by Trustees Belanger and Sablan.
- Jan. 5, 2015, Inauguration Ceremony: attended by Trustee Sablan.
- Trustee Arriola recently attended a Perkins/WIA Review Panel meeting.

VI. UNFINISHED BUSINESS

1. Construction Projects Updates.

-**Building 200/E (Renovation).** The President reported the building was officially opened on Dec. 12, 2014. Classes for Spring semester will be held in this building. Faculty would have to be transitioned once a few issues are resolved by the contractor.

-**Building 100.** Cosmetology will have the only classes scheduled in this building for the Spring semester. Other classes will be reassigned to another area on campus. Construction to begin during Spring Semester.

-**Forensic Lab Extension Loan.** As last reported, still awaiting final approval for design documents from USDA. Once loan is closed, the College will schedule the groundbreaking.

-Due to recent employee turnover at GEDA, waiting on their assistance regarding the draft of the lease-leaseback agreement between the BOT and FBOG.

-The College received a letter from the Department of Parks and Recreation for approval of the expansion of the forensic lab; however, there are issues concerning whether the survey of the ifit plants on the property might require an archeological clearance as well.

2. Western Interstate Commission for Higher Education (WICHE). This relates to Guam Legislature Resolution No. 234-32 (COR). The President reported there will be a PPEC meeting that she will be attending regarding this issue. Updates will be included at the meeting to be scheduled with the Governor and the Board for a final determination on this issue.

VII. NEW BUSINESS.

1. **BOT Policy Review (Series 400, 500 and 700).** The Board was presented with BOT Policies, Series 400, 500 and 700 for consideration with recommended changes by individuals assigned to review. The legal counsel also provided recommended changes but advised to table Policy 410 for further review. At this time, a motion was made with recommended changes herein:

MOTION

IT WAS MOVED BY TRUSTEE RICHARD SABLAN, SECONDED BY TRUSTEE ELMARIE ANDERSON, THAT THE BOARD ADOPT THE UPDATED BOARD OF TRUSTEES POLICIES, SERIES 400, 500 AND 700, AS PRESENTED WITH RECOMMENDED CHANGES, WITH CORRECTIONS AND TO EXCLUDE POLICY 410, WHICH IS TABLED FOR FURTHER REVIEW. NONE OPPOSED, MOTION CARRIED. (Voting: 4 ayes, 0 nays)

2. **President's Travel Request (March-April 2015).**

-ACCJC Commission Development Workshop, March 18-20, 2015, San Diego, CA: Sponsored and funded by the Accrediting Commission for Community and Junior Colleges (ACCJC).

-AACC 95th Annual Convention, April 18-21, 2015, San Antonio, TX: Sponsored by the American Association of Community Colleges (AACC). The President will also provide a presentation with the Kapiolani Community College and Honolulu Community College regarding workforce development on behalf of PPEC.

-ACCJC Accreditation Standards Conference, April 23-24, 2015, Sacramento, CA: Training for all ALOs and CEOs to discuss the 2014 new standards. This is sponsored by the ACCJC.

MOTION

IT WAS MOVED BY TRUSTEE FRANK ARRIOLA, SECONDED BY TRUSTEE ELMARIE ANDERSON, THAT THE BOARD APPROVE THE PRESIDENT'S TRAVEL REQUEST FOR MARCH THROUGH APRIL 2015. NONE OPPOSED, MOTION CARRIED. (Voting: 4 ayes, 0 nays)

At approximately 12:47 p.m., the meeting went into Executive Session.

VIII. EXECUTIVE SESSION

1. **Personnel Matters**
2. **Labor Management Relations**
3. **Legal Matters**

At 1:25 p.m., the meeting reconvened to open session.

MOTION

IT WAS MOVED BY TRUSTEE FRANK ARRIOLA, SECONDED BY TRUSTEE ELMARIE ANDERSON THAT THE BOARD APPROVE THE PRESIDENT'S REPORT OF DECEMBER 11, 2014, AND THE CURRENT PRESIDENT'S REPORT. NONE OPPOSED, MOTION CARRIED. (Voting: 4 ayes, 0 nays)

At this time, Chairwoman Belanger mentioned the following:

1. Welcomed the students, faculty, administrators and staff back to the campus for the Spring semester.
2. Kudos to GCC for its Sustainability and Robotics workshop.
3. Kudos to the GCC College Access Challenge Grant "Winter Bridge" program.
4. Kudos to GCC for its draft of the Mid Term Report.

IX. ADJOURNMENT. At this time, a motion was made to adjourn the meeting, as follows:

MOTION


IT WAS MOVED BY TRUSTEE RICHARD SABLAN, SECONDED BY TRUSTEE FRANK ARRIOLA THAT THE MEETING OF JANUARY 13, 2015, BE ADJOURNED. NONE OPPOSED, MOTION CARRIED. (Voting: 4 ayes, 0 nays)

There being no further discussions, the meeting of January 13, 2015, adjourned at approximately 1:27 p.m.

SUBMITTED BY:

 **FEB 0 6 2015**
BERTHA M. GUERRERO
Recording Secretary

ATTESTED BY:


FEB 0 6 2015
FRANK P. ARRIOLA
Secretary

APPROVED BY:

 **FEB 0 6 2015**
DEBORAH C. BELANGER
Chairperson

GUAM COMMUNITY COLLEGE
Board of Trustees

I Tano', i Hanom, yan i Aire
SUSTAINABILITY RESOLUTION

WHEREAS, Guam Community College (GCC) recognizes the need to develop facilities and programs with attention to the quality of life of current and future generations; and

WHEREAS, GCC will encourage the campus community to embrace “sustainability” by recycling or re-using materials and eliminating unnecessary waste of our natural resources; and

WHEREAS, in 2010 GCC’s Learning Resource Center (LRC) became the first government of Guam building having acquired gold LEED – Leadership in Energy and Environmental Design – certification; and

WHEREAS, “*I Tano', i Hanom, yan i Aire*” (land, water, and air) is a policy that promotes sustainability when constructing facilities, developing programs, or educating the community so as to become better stewards of the environment; and

WHEREAS, in keeping with the Resolution of Guam’s Tri-Boards of Education adopted on October 11, 2010, “one of the priorities was to implement sustainability practices as part of the operating principles” of each educational institution and “to work towards a sustainable island economy, environment, and future.”

NOW, THEREFORE, BE IT RESOLVED, that GCC embrace and prepare the campus community for a sustainable future by (a) educating, researching, and providing awareness; (b) conserving resources; (c) recycling resources; (d) promoting sustainable efforts through instructional activities; and (e) constructing LEED certified buildings.

BE IT FURTHER RESOLVED, that GCC maintain *I Tano', i Hanom, yan i Aire* as an institutional priority for all campus activities and programs.

Adopted: February 6, 2015
Resolution 9-2015

GUAM COMMUNITY COLLEGE
I Tano', i Hanom, yan i Aire
Sustainability Policy
Fall 2014

Introduction

To implement Guam Community College's institutional priority to go green, this policy is intended to serve as a guide for all College stakeholders. It is the responsibility of all employees, programs and students at the College to understand and practice environmental sustainability. The guidelines below can help to reduce our dependence on fossil fuels and conserve other essential resources. More importantly, adoption of this policy demonstrates the College's concern for the future of our island, its people and others around the world.

Sustainability is an ever more critical aspect of the College's mission to be Guam's leader in workforce development.

I. Education, Research and Outreach – The College recognizes that it is a stakeholder in the community and that a healthy environment is necessary for a healthy and vibrant community. Thus, the College has a responsibility to provide education, research and outreach with respect to environmental and sustainability issues.

- A. Faculty are encouraged to incorporate sustainability and environmental topics into their curriculum as it is the Faculty who know and understand their curriculum as well as student learning outcomes best. Therefore, sustainability topics, ideas, technologies and concepts should be included as they see fit best, while adding value to student learning in the 21st century.
- B. Faculty and staff are encouraged to research and apply for grants that support sustainability projects on campus and/or in the community.
- C. Faculty and staff are encouraged to participate in community outreach and raising awareness of environmental and sustainability issues.

II. Health and Safety in the Environment – The College is committed to ensure the health and safety of employees, students and visitors.

- A. The College will ensure that employees have a safe and healthy work environment conducive to their respective tasks. This will include regular inspections guided by legislation and community standards, including those developed by Environmental Protection Agency (EPA) and Occupational Safety and Health Administration (OSHA).
- B. The College will promptly respond to health and safety issues and comply with remediation efforts guided by legislation and community standards.

III. Operations

A. Energy

- i. Procurement – When appropriate, purchase electric appliances that have good energy efficiency ratings (e.g., Energy Star appliances, electronic devices and air-conditioning systems with a 17 SEER rating or higher).

- ii. Turn off stand-alone air conditioning (AC) units overnight/weekends, unless cool temperatures are required to protect computers and other instruments from damage due to moisture or mildew. For this purpose, written justification explaining the need for AC systems to run 24/7 (daily) should be submitted to the Facility Engineer Administrator as most areas require 24/7 circulation and humidity control to avert mold. Implement digital or analogous timers on applicable AC units to reduce operation hours without damaging valuable items from moisture build-up/condensation.
- iii. Maintain thermostat setting at 78 degrees Fahrenheit (or 25.5 degrees Celsius) campus-wide, unless a specific temperature is required to maintain sensitive equipment/instruments (e.g., microscopes).
- iv. Schedule and conduct regular preventative maintenance of AC units for better efficiency and to decrease equipment malfunction. Maintenance personnel must provide proof of maintenance of all AC units to the Facility Engineer Administrator.
- v. Turn off lights when rooms (office, classroom, laboratory, storage, restrooms) are vacant.
- vi. Turn off all electronic devices and appliances (e.g. computer, printer, radio, coffee machine, water dispenser, microwave, etc.) at the end of a workday. It is recommended to plug these devices and appliances into a multiple-outlet or surge protector that is connected to a digital timer for automatic shut-off.
- vii. Install energy-saving light bulbs or LED lighting.
- viii. When possible, include natural skylights in the design and construction of new and renovated buildings to reduce dependence on artificial lighting sources which require energy.
- ix. Install photovoltaic systems where feasible. The campus has solar-powered parking lot lights and photovoltaic (PV) grid-tied systems on five buildings (Allied Health Center, Learning Resource Center, Student Center, Foundation Building, and Building E). All new construction and renovated buildings should include PV systems not to exceed the 100 kilowatt size allowed by Guam Power Authority (GPA) – for commercial buildings.
- x. Install other types of solar technology proven to reduce energy consumption and to work effectively in island environments. (e.g., solar thermal AC systems, solar water heater, solar thermal).

B. Conserve Resources (land, water, and air)

- i. Reduce the volume of trash in Guam's landfill and exposure to potentially harmful/carcinogenic compounds by eliminating the use of Styrofoam (i.e. polystyrene) containers, plates, cups at campus food establishments and events, including parties and fundraising.
- ii. When possible purchase certified biodegradable paper or corn-based products for campus food establishments and events, including parties and fundraising (e.g. paper plates, cups, biodegradable utensils, and other food packing containers).
- iii. Eliminate the utilization of single use plastic containers (e.g. bottled water and plastic food containers) as these petroleum based products contribute to issues with our landfill as well as health.
- iv. Deploy reusable water-bottle refill stations on campus and encourage the use of water bottles for this purpose to reduce issues associated with plastic bottled beverages both from an environmental and human health perspective.

- v. Encourage Bring Your Own Utensils (BYOU) at campus-sponsored events.
- vi. When appropriate, install water conservation technology (e.g. low-flow shower heads and faucets, waterless urinals, etc.) campus-wide to conserve thousands of gallons of water every year.
- vii. When appropriate, integrate the use of rainwater catchment systems to further conserve resources.
- viii. Use electronic documents as much as possible, rather than printing hard (paper) copies to reduce operation cost by thousands of dollars; print ONLY when necessary.
- ix. Establish default printer setting to print on both sides at all times unless alternative settings are required.
- x. Use the blank side of a used sheet of paper for printing or scratch paper.

C. Recycling/ Waste Diversion

- i. When appropriate, include a statement on the purchase order "Procurement for the proper handling, removal, disposal, recycling of replacement items, as well as towards averting the accumulation, storage of waste/debris within the campus in a sustainable manner."
- ii. Aluminum – GCC participates in the i-Recycle Program and has a bin designated for *aluminum cans* – to include aluminum food trays as they are recyclable and eligible for redemption.
- iii. Plastic Bottles – Place empty plastic bottles or food containers marked #1 (PETE) or #2 (HDPE) into the plastic recycle bins. Remove and throw plastic bottle caps into the trash bin prior to disposing plastic bottle into the proper bin. Plastic bags or diapers do not qualify and therefore must not to be placed into the plastic recycle bins.
- iv. Cardboard – Corrugated cardboard boxes must be flattened and placed in designated recycling dumpsters.
- v. Glass – Separate and deliver glass bottles, jars, and mirrors to the solid waste transfer station. **Do not include energy-saver or fluorescent light bulbs** - set these aside for hazardous waste disposal.
- vi. Paper –
 - 1. Paper (e.g., office paper, notebook paper, newspaper, magazines, textbooks, phonebooks, and other glossy paper/boxes NOT CORRUGATED cardboard) can be disposed of in designated paper recycling bins on campus.
 - 2. Shredded office paper (no glossy/waxed paper) can be recycled as well, however, it is best to bag and set it aside for reuse as compost, mulch, etc.
 - 3. The use of electronic newspaper, phone books, catalogs, magazines, etc. available online to conserve natural resources.
 - 4. Print documents on both sides of paper to conserve resources.
 - 5. Reuse paper with one-sided prints for notes, scratch paper, printing personal copies before recycling.
 - 6. Use of electronic editing software and submit or send electronic versions of documents to conserve resource and promote the use of such technologies.
- vii. Scrap Metal –
 - 1. Set aside steel cans with vertical seam (e.g. Mr. Coffee and most food cans) – **do not** mix with aluminum cans. Local recycling centers accept steel cans as scrap metal.

2. Deliver discarded metal items to recycling centers.
- viii. Ink Cartridges and Toners –
1. Purchase ink toners and cartridges from a company that allows for the return of used and/or emptied ink toners and cartridges (purchased through them) for the purpose of recycling or refurbishing of the item(s).
 2. Bring empty/used Xerox ink toners and cartridges to Bldg. 2000 copier room (1st floor left wing) for proper recycling.

D. Miscellaneous Waste Stream

- i. Cooking Oil – Notify food vendors to set aside cooking oil for removal by GRESCO or Detry.
- ii. Wood – When appropriate try to reuse wood as much as possible. Otherwise, deliver wood to green waste facility. Treated wood cannot be used for compost.
- iii. Green Waste – Consider purchase or rental of wood chipper as tree branches and vegetable/fruit waste can be used as chips or compost.

E. Hazardous Waste

- i. Engine oil – Set aside or remove engine oil and request disposal via Automotive Department
- ii. Chemical/Biological – Dispose chemical/biological waste according to specific Material Safety Data Sheets (MSDS) or OSHA regulations.
- iii. Light bulbs – Energy-Saving light bulbs (i.e. compact fluorescent light bulbs) contain mercury and must not be placed in the regular waste glass stream. Place the burned out bulb in a plastic bag, tape shut and set aside for hazardous waste disposal.

G U A M C O M M U N I T Y C O L L E G E
P r o p o s e d F e e S t r u c t u r e

CREDIT FOR PRIOR LEARNING [REFER TO MEMO DATED JANUARY 15, 2015]

Assessment Request	Fee
CPL Credit Award	\$25.00 per request
Challenge Exam	20% of prevailing resident tuition rate
Practical Exam	\$75.00 per request for paper or computer-based exam \$100.00 per practical exam

**CERTIFICATE REPLACEMENT FEE [REFER TO MEMO DATED JANUARY 14, 2015]
(CONTINUING EDUCATION & WORKFORCE DEVELOPMENT-CE&WD)**

Certificate Replacement Fee(CE&WD)	\$15.00
Certificate Replacement plus Mail Fee(CE&WD)	\$35.00

HIGH SCHOOL EQUIVALENCY

	HiSET	GED®
	Note	Note
	Fee	Fee
Paper-based full test battery	5 subject areas: Language Arts-Reading, Language Arts-Writing, Math, Social Studies, and Science	Not applicable
Computer-based full test battery	5 subject areas: Language Arts-Reading, Language Arts-Writing, Math, Social Studies, and Science	4 subject areas: Language for Reasoning, Math, Social Studies, and Science
Paper-based each sub-test	Each sub-test	Not applicable
Computer-based sub-test	Each sub-test	Each sub-test
Retest	Retest must be completed within 12 months from the date the full battery is purchased. The retest \$5.00 fee is only applicable to Test Takers purchasing the full battery. Individuals purchasing sub test rather than full battery testing cannot take advantage of the retest fee waiver.	Discount is provided on next two retests. After two retests...
Administrative Fee	Initial fee	Not applicable

FEB 0 6 2015



GUAM COMMUNITY COLLEGE

Kolehon Kumunidat Guahan
Accredited by the
Western Association of
Schools and Colleges

Academic Affairs Division
R. Ray D. Somera, Ph.D.
Vice President

February 4, 2015

To: Deborah C. Belanger
Chair, Board of Trustees

Via: Dr. Mary A.Y. Okada
President

From: Dr. R. Ray D. Somera
Vice President for Academic Affairs

Subject: Ratification of Faculty Evaluation Rubrics

Date: February 4, 2015

Guam Community College
RECEIVED

FEB 04 2015

PRESIDENT'S OFFICE

Initials: RS

Per Fred Tupaz's memo attached to this document, the dues-paying members of the Guam Community College Faculty Union voted to ratify the new Faculty Evaluation Rubrics on February 2, 2015. Approximately sixty-three percent (63% or 42/67) of the faculty present during the meeting voted in favor of it.

The implementation date of the new agreement is at the beginning of fall 2015 semester.

Thank you for your prompt action.



Local 6476, AFT/AFL-CIO



A Union of Professionals

American Federation of Teachers, AFL-CIO

President
Fred
Tupaz

Vice-
President
(Interim)
Jose
Munoz

Secretary
Joni Kerr


Treasurer
Pilar
Pangelinan


Stewards

Kathy
Chargulaf
Eric Chong
Carol Cruz
Chris Dennis
Steve Lam
Sarah Leon
Guerrero
Jose Munoz
Dave Santos
Juanita
Tenorio
Patty Terlaje
Ricky
Tyquingeo
Kat Uchima
Gil Yanger

MEMORANDUM

DATE: February 4, 2015

TO: Dr. Rene Ray D. Somera 
Vice-President of Academic Affairs
BOT Chief Negotiator

FROM: Fred Q. Tupaz 
President, GCC Faculty Union Local 6476 AFT/AFL-CIO

SUBJECT: Ratification of Evaluation Rubrics

A meeting of the dues-paying members of the GCC Faculty Union Local 6476 AFT/AFL-CIO was held on February 2, 2015, at which a vote was taken to ratify the Evaluation Rubrics that was recently negotiated and subsequently finalized on February 2, 2015.

We are pleased to advise you that 63% (42/67) of the dues-paying members present voted to ratify the revised Evaluation Rubrics as negotiated and finalized on February 2, 2015. These results were certified by the Union's Executive Council at a special meeting held on February 4, 2015.

We would like to thank you and rest of the management negotiating team for your collaborative efforts, collegiality, and professionalism throughout this arduous process. We look forward to continued collaboration in our future endeavors.

cc: Job Specs Committee
Executive Council
Files