

Monterey Peninsula Community College District

Governing Board Agenda

March 8, 2011

New Business Agenda Item No. A

Human Resources
College Area

Proposal:

That the Board approve a resolution to reduce or eliminate services of full-time faculty in designated areas and direct the Superintendent/President to notify affected employees that their services will not be required in the following school year.

Background:

Because the impact of the California state budget on Monterey Peninsula College will not be fully known until a state budget is adopted, it is impossible to accurately predict funding levels for 2011-2012. The 2011-2012 budget deficit for Monterey Peninsula College is projected to be between \$2,000,000 and \$5,400,000. To be able to respond to this uncertainty, and the impact of any collective bargaining agreements, the District must retain as much flexibility as possible, including the ability to reduce staffing. In order to preserve the option to lay off full-time faculty it is required that notice be given to affected employees no later than March 15, 2011. Therefore, it is recommended that certain programs be reduced or eliminated to enable the District to respond appropriately to the state budget when it is finalized.

Budgetary Implications:

Projected budget savings of up to \$1,300,000.

RESOLUTION: BE IT RESOLVED that the Governing Board adopt the following resolution to decrease the number of academic employees due to a reduction in particular kinds of services.

Recommended By: _____
Dr. Douglas Garrison, Superintendent/President

Prepared By: _____
Barbara Lee, Associate Dean of Human Resources

Agenda Approval: _____
Dr. Douglas Garrison, Superintendent/President

MONTEREY PENINSULA COMMUNITY COLLEGE DISTRICT

DECREASE NUMBER OF ACADEMIC EMPLOYEES DUE TO A REDUCTION IN PARTICULAR KINDS OF SERVICES

RESOLUTION No. _____

WHEREAS, Education Code Section 87743 permits the Governing Board to reduce or eliminate particular kinds of services not later than the beginning of the following school year; and

WHEREAS, the Governing Board of the Monterey Peninsula Community College District has determined that it is necessary to reduce or eliminate the following particular kinds of service of the District no later than the beginning of the 2011-2012 school year; and

WHEREAS, it shall be necessary to terminate at the end of the 2010-2011 school year the employment of certain academic employees of the District as a result of the reduction or elimination of the particular kinds of service;

THEREFORE, BE IT RESOLVED by the Governing Board of the Monterey Peninsula Community College District that the following services shall be reduced or eliminated no later than the beginning of the 2011-2012 school year:

Academic Support Center Services	1.0 FTE position
Administration of Justice Courses	1.0 FTE position
Coaching services/Physical Education Courses	1.0 FTE position
Dance Courses	1.0 FTE position
Horticulture Courses	1.0 FTE position
Interior Design Courses	1.0 FTE position
International Students Program Services	1.0 FTE position
Photography Courses	1.0 FTE position
Physics/Astronomy Courses	1.0 FTE position
American Sign Language Courses	1.0 FTE position
Counseling Services	2.0 FTE positions;

and

BE IT FURTHER RESOLVED that the reduction or elimination of services listed above shall be in addition to the elimination of any services provided by adjunct faculty or temporary employees in the same faculty service areas.

The Superintendent/President is directed to give Notice of Recommendation Not to Re-employ in accordance with the provisions of Education Code Sections 87740 and 87743 to the number of academic employees allowable pursuant to Education Code Section 87743.

Passed and adopted by the Monterey Peninsula Community College District on March 8, 2011 by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

Charles Brown
Vice Chair, Governing Board