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CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT BOARD OF TRUSTEES WORKSHOP RETREAT

MINUTES
FEBRUARY 23, 2019

PLACE

Dublin Ranch Golf Course, 5900 Signal Hill Drive, Dublin Ca 94568

CALL TO ORDER

The meeting was called to order at 9:00 a.m. by President Maduli, Recording Secretary Debra Nascimento called the roll.

PUBLIC COMMENTS

There were no Public Comments offered at this time.

ATTENDANCE

Members Present:	Trustee Dr. Hal G. Gin Trustee Ms. Linda Granger Trustee Mr. Edralin "Ed" Maduli Trustee Dr. Marshall Mitzman Trustee Ms. Genevieve Randolph
Members Absent:	Trustee Mr. Donald L. "Dobie" Gelles (Excused)
Recording Secretary:	Ms. Debra Nascimento
Managers Present:	Mr. Ronald Gerhard, Interim Chancellor
Others Present:	Ms. Laura Schulkind, Liebert Cassidy Whitmore

1.1 PLEDGE TO FLAG

Interim Chancellor Gerhard led the pledge.

2.0 PUBLIC COMMENTS

There were no Public Comments offered at this time.

3.0 RETREAT OPENING- INTRODUCTORY REMARKS

Board members participated in a team building exercise.

4.0 BROWN ACT COMPLIANCE TRAINING (Facilitated by Ms. Laura Schulkind, Liebert Cassidy Whitmore)

Interim Chancellor Gerhard provided an introduction to Brown Act Compliance Training, which will be presented by Ms. Laura Schulkind with Liebert Cassidy Whitmore.

Ms. Schulkind stated the theme for today is “being a highly effective board” and to have a productive business meeting.

Ms. Schulkind presented a PowerPoint Presentation on Holding Productive Business Meetings that Comply with the Brown Act.

Overarching Principles

- Transparency in government
- Public access/participation
- Within Context of a “Business Meeting”

Transparency in Government

- Presumption: Government business is conducted in the open, subject limited expectations.
- New Law- Executive Compensation
 - Legislative body required to orally report
 - In open session
 - Summary of recommendations for final actions on:
- Salaries, salary schedules, or compensation paid in the form of fringe benefits
 - For “local agency executives”
 - Includes executive officers, assistant officers, and deputies

Trustee Gin stated announcing someone’s pay range in Open Session is putting it out in a broad way. Ms. Schulkind commented you must be transparent with the Public Records Act. President Maduli stated at our Regular Board Meetings Vice Chancellor Mr. Wyman Fong reads out a summary of the recommendation regarding salaries, salary schedules, or compensation paid in the form of fringe benefits of local agency executives for everyone excluding the chancellor. Trustee Mitzman suggested the read out states the range, not the dollar amount. Ms. Shulkind commented that is the boards preference.

- Limit on Special Meetings
 - Governing boards prohibited from calling special meetings to approve “local education executive contracts
 - Existing contracts not abrogated
 - New contracts and contract renewals must occur during a regular meeting

Public Access

- Two Aspects to Public Access in CCDs:
 - Brown Act
 - Education Code

Public Access- Brown Act

- Public has the right to:
 - Timely posting of agenda
 - Sufficient information to decide whether to attend
 - Attend
 - Record and broadcast
 - Inspect documents & recordings
 - Address board on agenized items
 - “as such items are taken up”
 - Address board on matters within its jurisdiction

President Maduli asked the board how they currently like the way Public Comments are being organized. Trustee Gin stated we organize the Public Comments according to the topic. Interim Gerhard stated City College Public Comment Session went for several hours due to the culture of the community. Ms. Shulkind commented, it is not a Brown Act violation for marathon sessions. President Maduli stated at West Valley Mission College their Board meetings typically end no later than 10 p.m.

Public Access-Education Code

- Public has the right to:
 - Place items on the agenda
 - Directly related to community college business
 - Does not confer right to place on current or specific agenda

President Maduli stated in some Districts the public has the right to place items on the agenda.

Public Access

- What is a meeting?
 - Congregation of a majority of governing body
 - Same time and place
 - To “hear, discuss or deliberate”
 - On any item within its subject matter jurisdiction

- What is not a meeting?
 - Attendance of a majority at conferences/seminars, community meetings, social events
 - If no discussion or district business

Public Access: No Serial Meetings

- No communications between board members that:
 - Come to include a majority through email, telephone, intermediaries, etc.
 - To hear, discuss or deliberate on any item within the subject matter jurisdiction of the district

Public Access to Documents

- Right to inspect Documents:
 - Open session backup documents are public records
 - Agenda must advise where they may be inspected
 - If provided to a majority of trustees less than 72 hours before the meeting: must make available for public inspection at time of distribution to a majority of trustees

Public Access: Agenda is Key

- Is the meeting properly agendized?
 - Timely
 - Accessible to public, regardless of time of day
 - States time and location
- Provides brief general description of each item
- Reflects all meetings commence in public session
- Includes opportunity for public comment
 - On any matter of public concern
 - Within subject matter jurisdiction of the board
 - Before or during board's consideration of the item
 - Including closed session items
- States where public may inspect records
- Agendas Should NOT:
 - Use "place holders" for closed session (i.e. list generic items to cover things that may come up).
 - Misuse closed session exceptions to cloak what should be part of the public discourse
 - Require members of the public to provide identifying information to attend
 - Prohibit public criticism of policies, procedures, employees, trustees, programs, acts of the board

Interim Chancellor Gerhard asked if a report is given from a Faculty member or Public to the Board; do the minutes have to reflect. Ms. Shulkind replied no, the Brown Act does not state you have to do your minutes a certain way. Trustee Mitzman asked if an individual's name from Public Comments has to be recorded. Ms. Shulkind stated you must be context

neutral. Interim Chancellor Gerhard asked if the Public Comments have to be verbatim. Ms. Schulkind again stated the Brown Act does not state you have to do your minutes a certain way.

Compliance... In the Context of a Business Meeting

- When Board may discuss or act:
 - 1) On a properly agendized item at a regular meeting
 - 2) On properly agendized items at a special meeting
 - 3) At an emergency meeting
 - 4) On an emergency matter at regular meeting
 - 5) When immediate action is required

Ms. Shulkind stated a Board cannot meet and go directly into Closed Session. Trustee Granger stated, we have to give opportunity to the public for comments and we end in Closed Session.

Interim Chancellor Gerhard stated an Action Item can be placed on a Study Session Meeting Agenda. Trustee Mitzman stated he wasn't informed of this. Ms Schulkind confirmed this can be done.

- The Challenge
 - Boards generally get a few hours a month to advance the District's plans and programs
 - You need to make those hours count

Ms. Schulkind asked the Board, what are the attributes of a well-run business meeting:

- Efficient
- Focused on matters within board's jurisdiction
- Action oriented
- Furthers the District's goals, policies and plans
- Completes all agenda items within allotted time
- Flexible: ability to prioritize and address pressing issues
- Trustees engage in well-informed dialogue with each other on agendized items

Trustee Granger added to the list goals, keeping the agenda flowing. Trustee Mitzman added, holding an efficient timely meeting. Trustee Gin added the meeting must start on time.

Running Efficient (and Brown Act Compliant) Business Meetings

- Four areas where boards can build efficiency and productivity:
 - Exercise board authority to impose content neutral rules on public comment
 - Time management
 - Effective/lawful use of closed session
 - Effective/lawful use of special & emergency meetings and board committees: lawful agility"

Productive Compliance: Managing Public Comment

1. Board authority to impose content neutral rules on public comment
 - May adopt reasonable, neutral, regulations
 - Timing-so long as it is before Board acts on an item
 - Length-Be consistent
 - May prohibit comments outside body's jurisdiction
 - May prohibit disorderly conduct
- Regulating Public Comment
 - Practice Tip: Public comment provides board with information to conduct its business. It is not a conversation with the public.
 - Use agendas as tool to communicate
 - Notice of rules for public comment and comportment
 - How members of public may place items directly on the agenda

Trustee Mitzman asked if the length given to individuals for Public Comment can be changed. Ms. Schulkind stated yes. She also stated the reason why the Board should not respond to Public Comments is because it is a public meeting.

- Disorderly Conduct During Meetings
 - Remind disruptive individuals(s) of Board rules re: willful interruption, proper decorum
 - If disruption continues, may clear the room
 - Media remains if did not participate in disruption
 - Apply procedures for re-admittance of non-disturbing individuals

Trustee Mitzman asked is the disruptive individual allowed back in the meeting once it is resumed. Ms. Schulkind stated the disruptive individual would not be allowed back.

Ms. Shulkind asked the board for feedback on the following scenario, if a member of the public:

- In public comment before closed session speaks on a confidential personnel matter by name
- During general public comment states, he/she is a district employee who is being discriminated against
- During general public comment speaks regarding his/her opposition to U.S. foreign policy
- Shouts for the above-speaker to shut up
- Requests the board to agendized poor condition of science labs
- On an action item to award contract to a construction firm, states that this will violate conflicts of interest laws because it financially benefits "Trustee Smith"

Trustee Mitzman stated the public can speak on any topics. Ms. Schulkind stated if a member of the public discusses “US Foreign Policy” or any other items as such it is the Board Chairs position to stop them and suggests the Board Secretary assists them.

Productive Compliance: Time Management

- Time Management
 - Permit a strong board chair
 - Agenda planning & preparation
 - Permissible pre-meeting communications with administration
 - Effective use of Ad Hoc Committees
 - Board packets & meeting preparation
 - Effective use of information items & staff reports
 - Relevant to current/up-coming action items
 - Relevant to shaping policy
- Appropriate board reports
 - Directed to fellow trustees not the public
 - To inform on matters that will assist in shaping policy or taking action

Trustee Mitzman asked if it is acceptable to report out what events he has attended for the colleges and community. Ms. Schulkind stated yes that is permissible and gave examples of what the Trustees should report out on. Interim Chancellor Gerhard stated he recently attended the opening of the Dream Center at Chabot College and reported out on it during his Chancellor Report. Ms. Schulkind stated such report is appropriate.

- Agendas: Tools for a Well Run Meeting
 - Provide focus to the board & the public
 - Help legislative bodies plan & prioritize
 - Improve communication
 - Build institutional memory

Productive Compliance: Time Management

- Agenda Preparation/Prioritization
 - Right of public to place items on a future agenda; not right to control which agenda
 - Board president discretion/authority to prioritize board member requests
 - Board president planning with Chancellor
 - Consider timing of public hearing & items of high public interest
 - Consider timing of lengthy closed session items
 - Use continuation of closed session at end of meeting as safety valve
- Constructing Agendas that get the Job Done
 - Goal: Agendas that help boards complete their business
 - Issues:
 - When/how should agendas be constructed?

- Each Board member has requested an “urgent” matter be placed on the next meeting agenda
- Permissible Communications with Administrators
 - Between administrators and individual members of group less than a quorum;
 - To convey information or answer questions; if
 - Staff does not communicate board members’ comments/positions or act as intermediaries

Trustee Randolph stated when questions arise regarding the agenda she goes to the chancellor for clarification. President Maduli stated that is the appropriate course of action to take.

- Board Packets and Meeting Preparation
 - Essential for efficient meetings
 - Proper handling
 - For your eyes only
 - District will arrange public access to public portion
- Information Items and Staff Reports
 - What is their purpose?
 - Give Board information relevant to matters within its purview
 - How should board members interact with staff?
 - Clarifying questions may be directed to staff during report
 - Requests for more information should be directed to board president
 - Board Reports
 - What is their Purpose?
 - Give Board information relevant to matters within its purview
 - What is not their purpose
 - Communicate to the public regarding individual member’s activities

Productive Compliance: Closed Session

- Effective & Lawful Use of Closed Session
 - Exceptions to open session read narrowly
 - Common Exceptions:
 - Pending litigation
 - Personnel matters-“discipline, dismissal, release”
 - Conference with labor negotiator
 - Real property transactions
 - Student discipline/complaints
 - Cardinal Rule:
 - Closed session is CONFIDENTIAL
- Closed session-who attends?
 - Members of the governing board
 - Support staff necessary to inform/assist on specific matter
 - Outside consultants necessary to inform/assist on specific matter

- Staff not needed should be excused

Ms. Shulkind asked the board for feedback on the following scenario, Open or Closed Session:

- Chancellor wants to update board on status of a contract grievance arbitration
- Board wants to discuss budget with labor negotiator
- HR Director wants to discuss layoffs under “dismissal, discipline release”
- Board wants to meet with legal counsel to understand options for hiring procedures
- Board wants to discuss a board member conflict of interest issue

The Trustees agreed all the scenarios are discussed in Open Session.

- Reporting After Closed Session:
 - Board must always reconvene into open session before adjourning
 - In open session, report all actions taken in closed session at that meeting
 - How much do you say?
 - Personnel actions
 - Settlements
- Confidentiality of Closed Session:
 - No disclosure of personal recollection of closed session discussions
 - Members are prohibited from disclosing the contents of a closed session
 - Disclosure cannot be compelled
 - Sanctions include civil & criminal penalties.

Productive Compliance: Lawful Agility

- Handling time-sensitive, time-intensive & special/emergency business
 - Do: Follow notice and subject matter requirements
 - Don't: Over-use and use for approval of executive contracts
- Three kinds of lawful meetings:
 - Regular
 - Special
 - Emergency
- What is Regular Meeting?
 - Meeting held at a time & place specified by applicable bylaw/rule
 - Occurs at a regularly scheduled time
 - Agenda posted at least 72 hours' prior
 - Posting location freely accessible
 - Agenda encompasses notice
- Addressing non agendized matters at a regular meeting:
 - For emergencies where this is need for immediate action

- Emergency must be declared by a majority of the board
- Need to immediate action must be declared by 2/3 vote of board, or unanimous vote if less than 2/3 present.
 - a need to take immediate action: and
 - such need came to the attention of the District subsequent to posting agenda
 - Does not apply where the matter was mistakenly not agendized
- Items continued from a prior regular meeting:
 - Item was posted on a regular meeting agenda
 - At the regular meeting, the Board acts to continue the item
 - Meeting at which item is addressed is no more than 5 calendar days after the regular meeting
- Special Meeting:
 - Requirements
 - 24-hour notice
 - Must post agenda
 - Opportunity for Efficiency: Use for unique time-intensive matters
 - Study sessions
 - Public hearings
 - But afford more than minimum required notice
- Emergency Meetings:
 - 1-hour telephone notice to media unless “dire” emergency
 - Emergencies: work stoppage, crippling activity, or other activity that severely impairs public health and/or safety
 - “Dire” emergencies: natural disaster, terrorist act, or peril so immediate that one-hour notice may endanger public health and/or safety
 - Upon convening, declare emergency by majority of full board
 - Closed session by 2/3 vote of body or if less than 2/3 present, by unanimous vote
 - Post minutes for 10 days

Trustee Granger asked if an Emergency meeting can be conducted via teleconference. Ms. Schulkind stated yes.

- Use of board Member Committees
 - Allows for progress between meetings
 - Evaluate data related to board work
 - Prepare recommendations for full board
 - Examples
 - Interview firms to assist with CEO search, make recommendation to full board
 - Develop draft CEO evaluation for presentation to full board
 - Initial review of concerns/complaints against trustees
 - Not bodies subject to the Brown Act if:

- Advisory only;
- Composed solely of trustees;
- Less than a quorum
- Not a standing committee; and
- Meeting schedule is not fixed
- Creation of Committees
 - Standing committees-by formal action
 - Ad Hoc committees-may be by board or board chair
- Committee member appointment
 - By board chair. (BD 2210)
- Reportable Action?
 - Where action to create/appoint is by the Board
 - Subject matter will determine if committee creation occurs in open/closed session
 - If created in closed-probably not a reportable final action
 - Where action is by board chair: no reportable action

Trustee Gin stated this was a great review of the Brown Act.

5.0 BOARD EFFICAY TRAINING (Facilitated by Ms. Laura Schulkind, Liebert Cassidy Whitmore)

Ms. Schulkind gave an overview of what will be discussed during this session:

- Overarching principles for purposeful governance
- Key steps for purposeful governance

Overarching Principles

- Board meetings are business meetings
- A board's only opportunity to move its program forward is at board meetings
- Boards
 - Set policy
 - Establish the budget
 - Hire, supervise and fire the CEO
 - Oversee the legal conduct of the District
- Boards act as a body

Purposeful Governance

- Adopt "ground rules"
- Review them regularly and make them part of board's self-evaluation process
- Apply them consciously

Trustee & Chancellor Input

- Board efficacy training isn't generic. Its grounded in your unique values, goals, policies, strengths and challenges
- Where would you like training and support to be focused?

Ms. Schulkind handed out a Draft of recommended Ground Rules.

Draft Ground Rules for Consideration

1. Ground rules are not rigid. They are a tool designed by those who will use them to advance their mutual interest in promoting effectiveness, civility, and willingness to compromise in their on-going work together on behalf of CLPCCD.
2. It is understood that how the Board operates internally; and how it engages with the Chancellor, college community, and public, impacts its effectiveness, the effectiveness of others in the college community, the District's work and educational environments, and potentially accreditation.
3. It is taken as a given that each Trustee and the Chancellor act in good faith on behalf of the District.
4. There will be robust, honest, respectful and patient debate on any matter of concern to a Trustee or the Chancellor that is within the purview of the Board.
5. Decisions will be based on relevant data and other reliable sources of information that have been made available to all members.
6. Trustees will avoid back-tracking: once the Board has heard and considered the views of its members and acted, all members will respect the action of the quorum, unless and until the Board takes up the matter again.
7. The Board will respect the requests of members to revisit issues when based on new information.
8. Trustees will hold each other accountable for following these ground rules. No single Trustee can sidetrack the Board without the Board's acquiescence.
9. Continued board development will occur through the purposeful application of these agreed-upon ground rules during productive work sessions.
10. By engaging in transparent professional development activities, the Board and Chancellor lead by example.

All Board members agreed with the Draft Board Goals. Trustee Gin stated these Ground Rules need to be shared with Trustee Gelles.

Ms. Schulkind asked the Board what are the attributes of a high functioning board. Each Trustee gave their input.

Trustee Gin stated Common Focus, understand the population we are serving and there is a healthy relationship amongst all trustees. He added provide direction and resources to ensure the CEO can be successful in achieving the Districts Goals.

President Maduli stated Data Driven; if we're going to make decisions they need to be based on facts and a solid relationship between the Board and Chancellor.

Trustee Mitzman stated have the best interest of the District and ensure that all students are represented and supported equally.

Trustee Granger stated everyone needs to stay in “their lanes”.

Trustee Randolph stated we need to come prepared and be accountable.

Ms. Schulkind asked for feedback regarding a scenario around Purposeful Governance in Action

- Ground rules applied in Trustee Request for Information Context:
 1. Trustee Smith does not contact the Vice Chancellor directly to request additional information.
 2. Trustee Smith also does not make an individual request for information to the Chancellor.
- This supports:
 - Clarity of Board/Chancellor roles and effective Board/Chancellor communication.
 - Board acting as a body. Decisions to burden staff with additional reporting responsibilities should be made collectively by the Board.
- 3. Trustee Smith during open session (e.g. during trustee reports or requests for future agenda items) indicates her interest in further information.
- 4. Board President assesses level of interest for additional information and makes request to Chancellor if:
 - Consensuses that this is a matter of interest; or
 - High interest of minority
- This supports:
 - Clarity of Board/Chancellor roles and effective Board/Chancellor communication.
 - Robust, honest and respectful debate on any matter of concern to a Trustee
 - Board acting as a body
 - Data-driven decisions
 - No single trustee can disrupt a board without the board’s acquiescence

Trustee Granger stated she reaches out to Interim Chancellor Gerhard when she has questions regarding the Board Agenda. Ms. Schulkind stated every curiosity and interest shouldn’t trigger the work of the administration, it is the Board President and Chancellor’s decision if more information should be provided. Interim Chancellor Gerhard stated all questions can be funneled through him and he will then discuss with the Board President. Trustee Granger asked what if a Student Trustee has a request. Ms. Schulkind stated that request needs to go through the same process of review with the Board President and the Chancellor. She also stated all members of the Board must receive the same information at all times.

Trustee Granger asked what should be her response to the public should she get direct emails. Ms. Schulkind stated you can answer the email as an individual “One Trustee” not in response of the entire Board.

6.0 INFORMATION AND DISCUSSION ITEMS

6.1 INITIAL PLANNING FOR REVIEW AND UPDATE BOARD GOALS & SELF EVALUATION

Interim Chancellor Gerhard gave an overview what will be discussed in this session:

- Institutional Mission Statement
- Institutional Strategic Plan
- Trustee Values
- Annual Board of Trustee Goals
- Annual Chancellor Goals

Trustee Mitzman stated by having one mission statement not three we are building collaboration. President Maduli stated each college develops their Mission Statement as who they serve. Trustee Mitzman stated shouldn't our District Mission Statement support the colleges. President Maduli stated we need to evaluate the college Mission Statements so we can support them in our District Mission Statement. He also stated an Ad Hoc Committee needs to be formed to develop a revised Mission Statement and ensuring it aligns with the colleges. Interim Chancellor Gerhard advised the Board of the process of having it approved. Trustee Granger asked when the Chancellor is evaluated. Trustee Gin stated that is done before the end of the calendar year. Interim Chancellor Gerhard stated Dr. Thomas Fallo (Past Interim Chancellor) set up the evaluation where I will be evaluated twice, once in the fall and the final evaluation a little more than a year. President Maduli stated Interim Chancellor Gerhard's contract is through August 2020, the Board will want to do your evaluation three months prior. He added, once the Board establishes our goals Interim Chancellor Gerhard can then set his; which will give us something to evaluate him on.

President Maduli and Trustee Gin volunteered to be on the Ad Hoc Committee. All Trustees agreed to have a rough draft back to the Board to review no later than April 2, 2019.

Incorporate Vision for Success Goals

- Education Excellence (5 Year Goals)
 - Increase by 20% or more the annual number of students who acquire associate degrees, credentials, certificates, or specific skill sets that prepare them for in-demand jobs.
 - Increase by 35% the number of students transferring annually to a UC or CSU
 - Decrease the average number of units accumulated by students earning an associate's degree in the district to 79 or fewer.
 - Increase to 76% or more, the percent of career education (CTE) students who report being employed in their field of study upon exiting Chabot or Las Positas Colleges.
 - Reduce equity gaps across all the above measures by 40% with a goal of fully closing those achievement gaps within 10 years.

Board Goals for Consideration

- Full participation in CCLC's Excellence in Trusteeship Program
- Create new trustee orientation program
- Review accreditation standard and practices for good governance and use them as part of the Board's annual self-evaluation process
- Expand partnerships with local and regional businesses and agencies to promote District's impact on economic development
- Identify and approve capital improvement project needs
- Ensure fiscal responsibility
- Maintain advocacy at state and national level on matters of importance to the district
- Provide leadership and support to ensure continuing progress in equity in student outcomes, and work with the Chancellor to ensure increased diversity in staffing especially in faculty and administrative positions, through appropriate processes
- Ensure community connectivity by supporting and attending various community events
- Continue to support a culture of inquiry by evaluating data on a regular basis to ensure monitoring of the way in which data influences decision-making at the college and District levels to best support student success and enrollment priorities
- Expansion of International Student Recruitment Program

Trustee Mitzman suggested identify and approve capital improvement project needs to be removed.

President Maduli stated due to time constraints an Ad Hoc Committee needs to be formed to review the Board Goals. The recommendations will then be brought back to the Board for review. He added, if the Board chooses we can stay with the outlined goals however the Vision for Success Goals need to be incorporated. Interim Chancellor Gerhard stated the state is expecting them to be incorporated into our strategic planning. Trustee Granger, Mitzman and Randolph volunteered to be on the Ad Hoc Committee.

Current Board Values

- Transparent
- Fair
- Integrity
- Sensitive
- Confidential
- Honest
- Trustworthy
- Creative
- Accountable

President Maduli stated Interim Chancellor Gerhard has been keeping everyone well informed by his Friday letters and monthly 1:1 meeting with all the Trustees. Interim Chancellor Gerhard stated he believes effective communication, addressing issues upfront

and ensuring everyone has the same level of information is important. Trustee Mitzman stated he enjoys the Friday letter and monthly 1:1 meeting.

Trustee Gin stated the Retreat was very informative and suggested the Ground Rules be distributed frequently to the Board.

President Maduli stated he would like a yearly Retreat that would include the College Presidents.

ADJOURNMENT

Motion No. 2

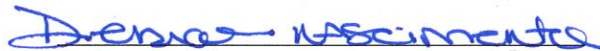
Trustee Mitzman made a motion, seconded by Trustee Gin to adjourn the meeting at 4:00 p.m.

Motion carried unanimously, 5-0, with Trustee Gelles absent.

NEXT MEETING

The next meeting of the Board is a Study Meeting scheduled for March 5, 2019 at the District Office.

Minutes prepared by:



Debra Nascimento
Recording Secretary



Secretary, Board of Trustees
Chabot-Las Positas Community College District