



**Tuesday, December 16, 2025  
BOARD OF TRUSTEES REGULAR MEETING**

**CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT**

**5:00 P.M.\***

**District Office; 7600 Dublin Blvd; Dublin CA  
Board Room (3rd Floor)**

## **1. GENERAL FUNCTIONS—PRESIDENT OF THE BOARD**

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**Subject 1.1 5:00 P.M -- OPEN SESSION -- CALL TO ORDER AND ROLL CALL\***

Meeting Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING

Category 1. GENERAL FUNCTIONS—PRESIDENT OF THE BOARD

Type Procedural

**Subject 1.2 PUBLIC COMMENTS (Closed Session Items)**

Meeting Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING

Category 1. GENERAL FUNCTIONS—PRESIDENT OF THE BOARD

Type Procedural

The Board requests that the public speak at this time. Any person wishing to address the Board on any Closed Session matter of concern is requested to complete a "Request to Address the Board of Trustees" card and file it with the Recording Secretary of the Board prior to start of the meeting. Individuals will be called upon to speak by the presiding officer. The Board cannot act on or discuss items not listed on the agenda.

**Subject 1.3 ADJOURN TO CLOSED SESSION**

Meeting Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING

Category 1. GENERAL FUNCTIONS—PRESIDENT OF THE BOARD

Type Action

**\*Board meeting will immediately adjourn to a Closed Session to end at 6:30 p.m. If business is not concluded by 7:00 p.m., the Board will reconvene to the Regular Meeting and recess the Closed Session until the end of the meeting.**

**Subject 1.4 CLOSED SESSION\*—Personnel, Collective Bargaining and Possible Litigation**

Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
Category	1. GENERAL FUNCTIONS—PRESIDENT OF THE BOARD
Type	Action, Information/Discussion
Preferred Date	Dec 16, 2025
Absolute Date	Dec 16, 2025

**\*Board meeting will immediately adjourn to a Closed Session to end at 6:30 p.m. If business is not concluded by 7:00 p.m., the Board will reconvene to the Regular Meeting and recess the Closed Session until the end of the meeting.**

a) CONFERENCE WITH LEGAL COUNSEL: ANTICIPATED OR POTENTIAL LITIGATION: One Matter (Government Code Section 54956.9 )

b) CONFERENCE WITH LABOR NEGOTIATORS: Chabot-Las Positas Faculty Association and S.E.I.U., LOCAL 1021 Updates (Government Code Section 54957.6)

c) PUBLIC EMPLOYEE: Chancellor (Government Code Section 54957)

**Subject 1.5 6:30 P.M. -- OPEN SESSION -- CALL TO ORDER AND ROLL CALL**

Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
Category	1. GENERAL FUNCTIONS—PRESIDENT OF THE BOARD
Type	Procedural

**Subject 1.6 REPORT OF ACTION TAKEN IN CLOSED SESSION**

Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
Category	1. GENERAL FUNCTIONS—PRESIDENT OF THE BOARD
Type	Procedural, Reports

### **BACKGROUND INFORMATION -**

Report out from Board President on Action taken in Closed Session, if any.

**Subject 1.7 PLEDGE TO FLAG**

Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
Category	1. GENERAL FUNCTIONS—PRESIDENT OF THE BOARD
Type	Procedural

<b>Subject</b>	<b>1.8 PUBLIC COMMENTS</b>
Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
Category	1. GENERAL FUNCTIONS—PRESIDENT OF THE BOARD
Type	

The Board requests that the public speak at this time. Any person wishing to address the Board on any matter of concern is requested to complete a "Request to Address the Board of Trustees" card and file it with the Recording Secretary of the Board prior to the start of the meeting. Individuals will be called upon to speak by the presiding officer. The Board cannot act on or discuss items not listed on the agenda

<b>Subject</b>	<b>1.9 APPROVE CONSENT ITEM (cc)</b>
Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
Category	1. GENERAL FUNCTIONS—PRESIDENT OF THE BOARD
Type	Action (Consent)

Consent Calendar items are designated by "cc" and are expected to be routine and noncontroversial. They will be acted upon by the Board of Trustees on a single motion without discussion. Any member of the Board or Public may request that an item be removed from this section for later discussion.

*Our adopted rules of Parliamentary Procedure, Robert's Rules, provide for a consent agenda listing several items for approval of the Board by a single motion. Documentation concerning these items has been provided to all board members and the public in advance to assure an extensive and thorough review. Items may be removed from the consent agenda at the request of any board member.*

<b>Subject</b>	<b>1.10 (cc) APPROVAL OF THE MINUTES OF THE NOVEMBER 18, 2025 REGULAR BOARD MEETING</b>
Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
Category	1. GENERAL FUNCTIONS—PRESIDENT OF THE BOARD
Type	Action (Consent)
Preferred Date	Dec 16, 2025
Absolute Date	Dec 16, 2025
Fiscal Impact	No

File Attachments  
[11.18.25 Board Meeting Minutes - Final.pdf \(215 KB\)](#)

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<b>Subject</b>	<b>1.11 The Board will convene a Public Hearing to receive public comments concerning a proposed acquisition of real property pursuant to Education Code Section 81033(c)</b>
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Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
Category	1. GENERAL FUNCTIONS—PRESIDENT OF THE BOARD
Type	Information/Discussion, Procedural
Goals	<a href="#">BOARD PRIORITY #2: Expand opportunities that support workforce development and skillset advancement.</a>

## **BACKGROUND INFORMATION -**

On December 17, 2024, the Board approved the purchase of the property located at 24985 Hesperian Boulevard, Hayward, CA 94545 ("Property") from the Fry Family Trust via Resolution No. 10-2425. The Property is within two miles, measured by airline, of an airport runway. Pursuant to Education Code 81033(c), the District provided notice of the proposed acquisition to the California Community College Board of Governors. The California Community College Chancellor's Office responded to the District's notice with a letter ("Letter"). The Letter did not recommend acquiring the Property.

Pursuant to Education Code 81033(c), the District may not acquire the Property until (i) the Letter is read at a public hearing, and (ii) the District has provided notice of such public hearing in a newspaper of general circulation at least ten (10) days prior to the public hearing. The District provided notice of the public hearing in Tri-Valley Herald on December 6, 2025.

The Board will convene a public hearing to read the Letter and to receive public comments concerning a proposed acquisition of the Property.

### File Attachments

[Chabot-Las Positas Community College District Site Acquisition.pdf \(517 KB\)](#)  
[LLCCD Chabot College SchSiteEval\\_07212025.pdf \(285 KB\)](#)

## **2. REPORTS-FACULTY, CLASSIFIED AND STUDENT SENATES**

<b>Subject</b>	<b>2.1 Presidents of Faculty Senates-Chabot College and Las Positas College</b>
Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
Category	2. REPORTS-FACULTY, CLASSIFIED AND STUDENT SENATES
Type	Reports
<b>Subject</b>	<b>2.2 Presidents of Classified Senates-Chabot College, Las Positas College and District</b>
Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
Category	2. REPORTS-FACULTY, CLASSIFIED AND STUDENT SENATES

Type Reports

**Subject 2.3 Presidents of Student Senate of Chabot College and Las Positas College Student Government**

Meeting Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING

Category 2. REPORTS-FACULTY, CLASSIFIED AND STUDENT SENATES

Type Reports

**Subject 2.4 Constituency Reports: SEIU, Faculty Association**

Meeting Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING

Category 2. REPORTS-FACULTY, CLASSIFIED AND STUDENT SENATES

Type Reports

### 3. PERSONNEL

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**Subject 3.1 (cc) Classified Personnel**

Meeting Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING

Category 3. PERSONNEL

Type Action (Consent)

Preferred Date Dec 16, 2025

Absolute Date Dec 16, 2025

Fiscal Impact Yes

Budgeted Yes

Budget Source Various - Existing Funds

### **BACKGROUND INFORMATION -**

The Board of Trustees will consider approval of all Classified Personnel matters, including new hires, changes in status, transfers, and requests for leaves.

#### **I. ASSIGNED TO CHABOT COLLEGE**

##### **A. Promotion (Open Competitive Process)**

Chi, Stacy L., Financial Aid Advisor II (2CFA15), 100%, 12 months/year, Range/Step 36/1, \$66,682.00/annual, effective 12/17/2025. This is a grant/categorically funded position. Continuation of this position is contingent upon available funding on a year to year basis.

#### **II. ASSIGNED TO DISTRICT OFFICE**

##### **A. Employment**

Aquino, Kaleo K.E., Custodian (1CMN12), 100%, 12 months/year, Range/Step 30/1, \$57,513.00/annual, effective 12/17/2025.

Samba, Jonathan N., Custodian (1CMN6B), 100%, 12 months/year, Range/Step 30/1, \$57,513.00/annual, effective 12/17/2025.

Sebastian, Mary Grace S.M., Custodian (1CMN79), 100%, 12 months/year, Range/Step 30/1, \$57,513.00/annual, effective 12/17/2025.

Shiva, Seyed H., Programmer Analyst II (1CMI55), 100%, 12 months/year, Range/Step 54/1, \$104,049.00/annual, effective 12/17/2025.

**B. Promotion (Open Competitive Process)**

Beard, Troy D., Custodial Supervisor (1CMN1A), 100%, 12 months/year, Range/Step S250/1, \$94,261.00/annual, effective 12/17/2025.

**C. Change to District Classification Plan**

Add new classification of Athletic Facilities and Equipment Assistant, Range 33, effective 12/17/2025.

**File Attachments**

[Athletic Facilities Equipment Assistant 12.16.2025.pdf \(211 KB\)](#)

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<b>Subject</b>	<b>3.2 (cc) Faculty Personnel</b>
Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
Category	3. PERSONNEL
Type	Action (Consent)
Preferred Date	Dec 16, 2025
Absolute Date	Dec 16, 2025
Fiscal Impact	Yes
Budgeted	Yes
Budget Source	Various - Existing Funds

**BACKGROUND INFORMATION -**

The Board of Trustees will consider approval of all Faculty Personnel matters, including new hires, changes in status, transfers, and requests for leaves.

#### I. ASSIGNED TO CHABOT COLLEGE

##### A. Faculty Contract – Second Year, January 1, 2026 – June 30, 2026

Durunna, Udodirim N., Instructor, Pediatric Nursing (2FHS02), Column/Step III/18, \$134,522.00/annual.  
*Pursuant to Article 13A.1 of the Agreement Between Chabot-Las Positas Community College District and the Chabot-Las Positas Faculty Association.*

#### II. ASSIGNED TO LAS POSITAS COLLEGE

##### A. Faculty Contract – First Year, January 1, 2026 – June 30, 2026

Erhardt, Katharine T., Instructor, Fire Service Technology/Coordinator (3FSS22), Column/Step IV/8, \$111,499.00/annual.

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<b>Subject</b>	<b>3.3 (cc) Management Personnel</b>
Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
Category	3. PERSONNEL
Type	Action (Consent)
Preferred Date	Dec 16, 2025
Absolute Date	Dec 16, 2025
Fiscal Impact	Yes
Budgeted	Yes
Budget Source	Various - Existing Funds

#### **BACKGROUND INFORMATION -**

The Board of Trustees will consider approval of all Management Personnel matters, including new hires, changes in status, transfers, and requests for leaves.

#### I. ASSIGNED TO DISTRICT OFFICE

##### A. Contract of Employment – January 5, 2026 – June 30, 2027

Nelson, Kristin M., Director of Social Services Workforce Development (1ADE17), Range/Step 17/4, \$150,442.00/annual. This is a grant/categorically funded position. Continuation of this position is contingent upon available funding on a year-to-year basis.

**B. Change to District Classification Plan**

Add new classification of Winery and Vineyard Operations Manager, Range 15, effective 12/17/2025.

**File Attachments**

[Winery and Vineyard Operations Manager 12.16.2025.pdf \(196 KB\)](#)

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**Subject                                      3.4 (cc) Approval of New Hourly Wages for Student Assistants**

Meeting                                      Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING

Category                                      3. PERSONNEL

Type    Action (Consent)

Preferred Date                              Dec 16, 2025

Absolute Date                              Dec 16, 2025

Fiscal Impact                              Yes

Budgeted                                      Yes

Budget Source                              Various - Existing Funds

**BACKGROUND INFORMATION -**

Effective January 1, 2026, the State minimum wage will increase from \$16.50 per hour to \$16.90 per hour.

Category	Step 1
<b>A</b>	\$ 16.90
<b>B</b>	\$ 17.40
<b>C</b>	\$ 17.90



These changes will bring the District into compliance with the newly established State minimum wage.

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<b>Subject</b>	<b>3.5 (cc) MOU for Faculty Association Voluntary Supplemental Employee Retirement Plan (SERP)</b>
Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
Category	3. PERSONNEL
Type	Action (Consent)
Preferred Date	Dec 16, 2025
Absolute Date	Dec 16, 2025
Fiscal Impact	Yes
Budgeted	Yes
Budget Source	Various - Existing Funds

### **BACKGROUND INFORMATION:**

The District and the Chabot-Las Positas Faculty Association have finalized a MOU establishing the possible implementation of a voluntary Supplemental Employee Retirement Plan (SERP) for eligible faculty. Board acceptance will allow the District to proceed with next steps.

#### File Attachments

[CLPCCD CLPFA SERP MOU 12.10.2025.pdf \(741 KB\)](#)

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## 4. EDUCATIONAL SERVICES

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<b>Subject</b>	<b>4.1 (cc) Approval to Travel Abroad - Chabot-Las Positas Community College District, Las Positas College Forensics Team to the International Forensics Association Tournament in Athens, Greece March 6-14, 2026.</b>
Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
Category	4. EDUCATIONAL SERVICES
Type	Action (Consent)
Preferred Date	Dec 16, 2025
Absolute Date	Dec 16, 2025
Fiscal Impact	Yes
Dollar Amount	\$19,500.00
Budgeted	Yes
Budget Source	Funding for all associated costs will be provided by individual student members, coaches, fundraising (e.g. sponsorships, donations, semester performances, hosting tournaments), and the Forensics Co-Curricular Account.
Goals	<p><a href="#">BOARD PRIORITY #6: Maintain a focus on student academic vision for success and excellence.</a></p> <p><a href="#">BOARD PRIORITY #5: Support strategies to attract, retain, and mentor students, faculty, classified professionals, and administrators, representing the community and student population.</a></p>

### **BACKGROUND INFORMATION -**

The 2025/2026 Forensics Team would like to attend the prestigious International Forensics Association (IFA) Tournament in Athens, Greece from March 8-12, 2026. The dates of our travel would March 6-14, 2026 to allow for time zone adjustment, conference participation, and the cultural experience after the tournament. We have regularly attended this tournament since 2006 and have a tremendous history of success at this event. Last year, LPC produced 4 International Champions (14 total over the years) and the team finished as the top two-year institution at the tournament, the third time we've accomplished this feat. Our school has finished in the top-6 overall at the competition on 11 different occasions in our history.

The purpose of this trip is to educate our students at the highest caliber of competition from both the United States as well as other country institutions. We believe the education and cultural exposure that comes from participation at the international competition outweighs the opportunities provided from similar tournaments held locally. Over the years, numerous LPC competitors have changed their majors and career plans because of their participation at this tournament. Typically, the best Forensics Programs from the United States attend this event so it is also an opportunity for Las Positas College to showcase with the top speech and debate institutions around the world. Because of this tournament, we have had students recruited to some of the best four-year forensics institutions in the country, such as George Mason University, Bradley University, Illinois State University, and The University of Alabama.

Board Policies 4300 (Field Trips) and 4027 (Travel Abroad Program), administrative Rules and Procedures, and materials from our insurance broker have been reviewed. The District is in compliance with each of these and has secured all necessary and required waivers.

## File Attachments

[IFA Forensics Team Approval for International Travel Greece Attachments LPC 12162025 - v2.pdf \(3,148 KB\)](#)

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<b>Subject</b>	<b>4.2 (cc) Approval of Curriculum Changes, Chabot-Las Positas Community College District, Las Positas College</b>
Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
Category	4. EDUCATIONAL SERVICES
Type	Action (Consent)
Preferred Date	Dec 16, 2025
Absolute Date	Dec 16, 2025
Fiscal Impact	No
Goals	<p><a href="#">BOARD PRIORITY #6: Maintain a focus on student academic vision for success and excellence.</a></p> <p><a href="#">BOARD PRIORITY #2: Expand opportunities that support workforce development and skillset advancement.</a></p>

### **BACKGROUND INFORMATION -**

The following recommended curriculum changes were approved by Las Positas College Curriculum Committee October 6th, October 20th and November 3rd; Effective Spring 2026, Fall 2026, Fall 2027. Changes follow:

<b>New Courses</b>	4
<b>New Programs</b>	3
<b>Course Outline Modifications</b>	24
<b>Program Narrative/Guided Map Modifications</b>	22
<b>Program Requirements Modifications</b>	1
<b>Course Deactivations</b>	5
<b>Program Deactivations</b>	15
<b>Distance Education (DE)</b>	7
<b>Enrollment Limitations</b>	0
<b>Associate Degree GE/CSU Transfer</b>	3
<b>Credit for Prior Learning (CPL)</b>	6
<b>TOTAL</b>	90

The course/program modifications are a continuing part of updating the curriculum at Las Positas College and its catalog to accurately and fully reflect the courses/degrees now available to students.

## File Attachments

[Las Positas College Curriculum Changes December Board 2025.pdf \(130 KB\).](#)

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<b>Subject</b>	<b>4.3 (cc) Approval of Curriculum Changes, Chabot-Las Positas Community College District, Chabot College</b>
Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
Category	4. EDUCATIONAL SERVICES
Type	Action (Consent)
Preferred Date	Dec 16, 2025
Absolute Date	Dec 16, 2025
Fiscal Impact	No
Goals	<p>BOARD PRIORITY #5: Support strategies to attract, retain, and mentor students, faculty, classified professionals, and administrators, representing the community and student population.</p> <p>BOARD PRIORITY #6: Maintain a focus on student academic vision for success and excellence.</p>

### **BACKGROUND INFORMATION -**

The following recommended curriculum changes were acted on by the Chabot College Academic Services Office during the Fall 2025 semester.

New Programs	0
New Non-Credit Programs	0
Modified Programs	0
ADM Modified Programs	0
Deactivated Programs	0
New Credit Courses	15
New Non-Credit Courses	3
Modified Non-Credit Courses	5
Modified Credit Courses	48
ADM Modified Credit Courses	0
Deactivated Credit Courses	0
Total	71

The Chabot Academic Services Office in partnership with Admissions & Records, and District ITS have requested these administrative curriculum changes to correctly report funding to the California Community Colleges Chancellor's Office.

File Attachments

[Curriculum Changes List Chabot 121625.pdf \(173 KB\)](#)

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<b>Subject</b>	<b>4.4 (cc) Acceptance of Grant Agreement between the California Community Colleges Chancellor's Office and Chabot-Las Positas Community College District, Chabot College for Industry Driven Regional Collaborative Grant (G1427)</b>
Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
Category	4. EDUCATIONAL SERVICES
Type	Action (Consent)
Preferred Date	Dec 16, 2025
Absolute Date	Dec 16, 2025
Fiscal Impact	Yes
Dollar Amount	\$437,721.00
Budgeted	No
Budget Source	(Revenue) California Community Colleges Chancellor's Office
Goals	<p><a href="#">BOARD PRIORITY #2: Expand opportunities that support workforce development and skillset advancement.</a></p> <p><a href="#">BOARD PRIORITY #5: Support strategies to attract, retain, and mentor students, faculty, classified professionals, and administrators, representing the community and student population.</a></p>

### **BACKGROUND INFORMATION -**

Chabot College was awarded the California Community Colleges Chancellor's Office Industry Driven Regional Collaborative Grant.

Funding supports Chabot's Computer Numerical Control (CNC) Programmer and Engineering (ENGR) Programs to develop pathways and workforce opportunities aligned with statewide and regional labor market needs in high-growth sectors. Activities include working with the CLPCCD-led Bay Area K-16 Collaborative, business and industry

partners, labor organizations, professional trade associations, and regional colleges to design and implement innovative student support strategies; utilizing a diverse local advisory committee; launching targeted marketing and outreach; and developing and implementing industry-recognized certification programs.

Funding for this project is in the amount of \$437,721 for the period of September 17, 2025 through March 31, 2028.

#### File Attachments

[CNC ENGR IDRC Grant Agreement Chabot 121625.pdf \(960 KB\)](#)

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<b>Subject</b>	<b>4.5 (cc) Acceptance of Grant Agreement between the California Community Colleges Chancellor's Office and Chabot-Las Positas Community College District, Chabot College for Industry Driven Regional Collaborative Grant (G1426)</b>
Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
Category	4. EDUCATIONAL SERVICES
Type	Action (Consent)
Preferred Date	Dec 16, 2025
Absolute Date	Dec 16, 2025
Fiscal Impact	Yes
Dollar Amount	\$275,000.00
Budgeted	No
Budget Source	California Community Colleges Chancellor's Office
Goals	<p><a href="#">BOARD PRIORITY #2: Expand opportunities that support workforce development and skillset advancement.</a></p> <p><a href="#">BOARD PRIORITY #5: Support strategies to attract, retain, and mentor students, faculty, classified professionals, and administrators, representing the community and student population.</a></p>

#### **BACKGROUND INFORMATION -**

Chabot College was awarded the California Community Colleges Chancellor's Office Industry Driven Regional Collaborative Grant.

Funding supports Chabot's Information and Communication Technologies (ICT)/Digital Media Programs to develop pathways and workforce opportunities aligned with statewide and regional labor market needs in high-growth sectors. Activities include working with business and industry partners, labor organizations, professional trade associations, and regional colleges to design and implement innovative student support strategies; utilizing a diverse local advisory committee; launching targeted marketing and outreach; and developing and implementing industry-recognized certification programs.

Funding for this project is in the amount of \$275,000 for the period of September 17, 2025 through March 31, 2028.

#### File Attachments

[ICT Digital Media IDRC Grant Agreement Chabot 121625.pdf \(958 KB\)](#)

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<b>Subject</b>	<b>4.6 (cc) Approval of MOU Agreement between Hayward Unified School District-Student Parent Support Programs and Chabot-Las Positas Community College District, Chabot College</b>
Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
Category	4. EDUCATIONAL SERVICES
Type	Action (Consent)
Preferred Date	Dec 16, 2025
Absolute Date	Dec 16, 2025
Fiscal Impact	No
Goals	<p>BOARD PRIORITY #1: Continue to support a culture that fosters diversity, equity, inclusion, accessibility and belonging.</p> <p>BOARD PRIORITY #2: Expand opportunities that support workforce development and skillset advancement.</p> <p>BOARD PRIORITY #4: Provide effective management and equitable allocation of District fiscal resources.</p> <p>BOARD PRIORITY #5: Support strategies to attract, retain, and mentor students, faculty, classified professionals, and administrators, representing the community and student population.</p>

#### **BACKGROUND INFORMATION -**

Chabot College and Hayward Unified School District-Student Parent Support Programs (HUSD-SPSP) wish to continue an agreement allowing HUSD-SPSP to reimburse Chabot College to provide select college-level credit courses to be offered to middle school students during the Fall 2025, Spring 2026, and Summer 2026 terms.

This agreement will improve HUSD-SPSP student connections with higher education and increase opportunities for middle school students within Hayward Unified School District to attend college, including joining pathway cohorts that are currently in place or being developed at Chabot College.

The Board of Trustees previously approved the MOU Agreement on June 21, 2022, Board Agenda item 4.3.

#### File Attachments

[HUSD SPSP MOU Chabot 121625.pdf \(829 KB\)](#)

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<b>Subject</b>	<b>4.7 (cc) Approval of Affiliation Agreement between Alameda Health System and Chabot-Las Positas Community College District, Las Positas College</b>
Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
Category	4. EDUCATIONAL SERVICES
Type	Action (Consent)
Preferred Date	Dec 16, 2025
Absolute Date	Dec 16, 2025
Fiscal Impact	No
Goals	<p>BOARD PRIORITY #6: Maintain a focus on student academic vision for success and excellence.</p> <p>BOARD PRIORITY #5: Support strategies to attract, retain, and mentor students, faculty, classified professionals, and administrators, representing the community and student population.</p> <p>BOARD PRIORITY #2: Expand opportunities that support workforce development and skillset advancement.</p>

#### **BACKGROUND INFORMATION -**

- Alameda Health System and Chabot-Las Positas Community College District, Las Positas College Training Facility conducts Para-Professional education programs which includes, but is not necessarily limited to, Emergency Medical Technician and Paramedic, and students of Chabot-Las Positas Community College District, Las Positas College Training Facility benefit from access to facilities in which students can obtain broader clinical learning experiences; and Alameda Health System maintains facilities which can be used to furnish clinical experience to students.
- Alameda Health System desires to have their facilities so used; and it is in the mutual interest and benefit of the parties that students obtain their clinical experience at Alameda Health Systems facilities.



- The initial term of this Agreement shall commence on the 16th day of December, 2025 and end on the 31st day of October, 2030. This Agreement shall continue unless terminated by written notice thereof delivered by either party to the other at least thirty (30) days in advance, pursuant to Section IX.

## File Attachments

[Alameda Health System EMS Affiliation Agreement LPC 12162025.pdf \(207 KB\)](#)

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## 5. BUSINESS SERVICES

<b>Subject</b>	<b>5.1 (cc) Approval of Commercial Warrant Registers</b>
Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
Category	5. BUSINESS SERVICES
Type	Action (Consent)
Preferred Date	Dec 16, 2025
Absolute Date	Dec 16, 2025
Fiscal Impact	Yes
Dollar Amount	\$11,146,738.03
Budgeted	Yes
Budget Source	General
Goals	<a href="#">BOARD PRIORITY #4: Provide effective management and equitable allocation of District fiscal resources.</a>

### BACKGROUND INFORMATION -

<u>Date</u>	<u>Warrant Numbers</u>		<u>Amount</u>
11/5/2025	<a href="#">10115746 - 10115842</a>	Commercial Warrants	\$ 559,305.84
	<a href="#">10115843 - 10115860</a>	Commercial Warrants	\$ 505,724.58
	10115861	Commercial Warrants	\$ 1,001.71
	<a href="#">10115862 - 10115869</a>	Commercial Warrants	\$ 129,465.26
	<a href="#">10115870 - 10115871</a>	Commercial Warrants	\$ 74,076.70
	!0031404 - !0031450	ACH Payments	\$ 964,937.34
	10111208 , 10113699	Cancelled Warrant	\$ (363.90)

	10115660 , 10115336	Cancelled Warrant	\$	(6,924.66)
11/12/2025	<a href="#">10115872 - 10115951</a>	Commercial Warrants	\$	174,120.48
	<a href="#">10115952 - 10115964</a>	Commercial Warrants	\$	125,852.16
	<a href="#">10115965 - 10115990</a>	Commercial Warrants	\$	9,428.90
	<a href="#">10115991 - 10115996</a>	Commercial Warrants	\$	7,420.28
	<a href="#">10115997 - 10115998</a>	Commercial Warrants	\$	17,042.40
	!0031451 - !0031808	Commercial Warrants	\$	370,694.14
	10115830 , 10115400	Commercial Warrants	\$	(21,647.28)
11/13/2025	<a href="#">10115999 - 10116010</a>	Commercial Warrants	\$	19,629.45
11/19/2025	<a href="#">10116011 - 10116139</a>	Commercial Warrants	\$	4,520,988.10
	<a href="#">10116140 - 10116161</a>	Commercial Warrants	\$	781,956.81
	<a href="#">10116162 - 10116163</a>	Commercial Warrants	\$	1,957.88
	<a href="#">10116164 - 10116170</a>	Commercial Warrants	\$	164,352.59
	<a href="#">10116171 - 10116192</a>	Commercial Warrants	\$	1,528,555.38
	10116193	Commercial Warrants	\$	196.23
	!0031809 - !0031859	Commercial Warrants	\$	641,427.37
11/20/2025	<a href="#">10116194 - 10116200</a>	Commercial Warrants	\$	76,350.65
	10116201	Commercial Warrants	\$	39,458.00
	10116191	Cancelled Warrant	\$	(55,440.00)
11/25/2025	<a href="#">10116202 - 10116227</a>	Commercial Warrants	\$	16,492.56
	!0031860 - !0031873	ACH Payments	\$	500,679.06

TOTAL	\$ 11,146,738.03
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## File Attachments

[AP Check Registers December 2025.pdf \(152 KB\)](#)  
[December 2025 over \\$30000.00.pdf \(253 KB\)](#)

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**Subject** 5.2 (cc) Approval of Payroll Warrant Registers

**Meeting** Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING

Category	5. BUSINESS SERVICES
Type	Action (Consent)
Preferred Date	Dec 16, 2025
Absolute Date	Dec 16, 2025
Fiscal Impact	Yes
Dollar Amount	\$7,563,347.48
Budgeted	Yes
Budget Source	General
Goals	<a href="#">BOARD PRIORITY #4: Provide effective management and equitable allocation of District fiscal resources.</a>

### **BACKGROUND INFORMATION -**

Regular Monthly Payroll:

November Payroll Warrant Total = \$7,563,347.48

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<b>Subject</b>	<b>5.3 (cc) Approval of Declaration of Surplus Property to be Sold at Public Auction Sale and Donation or Disposal of Any Items Not Sold</b>
Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
Category	5. BUSINESS SERVICES
Type	Action (Consent)
Preferred Date	Dec 16, 2025
Absolute Date	Dec 16, 2025
Fiscal Impact	No
Goals	<a href="#">BOARD PRIORITY #4: Provide effective management and equitable allocation of District fiscal resources.</a>

### **BACKGROUND INFORMATION -**

The District will dispose of personal property that is surplus to the instructional or administrative needs of the District. In this case, the current listing includes office supplies, furniture, viticulture and winery instructional equipment & materials, personal computers, copiers, server and photo ID system surplus from Chabot College, Las Positas College and District Office. When saleable, items will be sold via public auction to the highest bidder. All items are sold or donated in “as is” condition. As standard procedure, donation notices are sent to the following Districts in our local service area:

- Pleasanton USD
- Dublin USD
- Livermore Valley Joint USD
- Hayward USD
- San Leandro USD
- San Lorenzo USD
- Castro Valley USD
- Newark USD

Any remaining items that cannot be sold or donated will be marked for proper disposal.

#### File Attachments

[Surplus List .pdf \(89 KB\)](#)

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<b>Subject</b>	<b>5.4 (cc) Approval of Award of a Piggyback Contract for Personal Computer Equipment at Chabot College using the State of California WSCA-NASPO contract 7-23-70-55-04</b>
Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
Category	5. BUSINESS SERVICES
Type	Action (Consent)
Preferred Date	Dec 16, 2025
Absolute Date	Dec 16, 2025
Fiscal Impact	Yes
Dollar Amount	\$330,217.54
Budgeted	Yes

Budget Source

Measure A

**BACKGROUND INFORMATION -**

The District is preparing for the purchase, delivery, and installation of instructional server equipment, in the amount including taxes, not to exceed \$330,217.54. These servers will replace old and outdated hardware and operating systems while proving a virtual environment to replace the old VMware infrastructure. To make the purchase of the required personal computer equipment, the piggyback contracting method has been selected. Public Contract Code Section 20652 authorizes the use of this method when it is in the best interest of the district.

The Western States Contracting Alliance (WSCA) has formed a cooperative purchasing organization; the National Association of State Procurement Officials (NASPO) to manage a cooperative purchasing program approved by the California's State Chief Procurement Official and makes contracts available to authorized governmental entities such as public schools and institutions of higher education. The WSCA-NASPO contract planned for this use is the Contract Number: (NVP PC5) [7-23-70-55-04] with Hybrid Valley, LLC. This piggyback contract utilizes a previously conducted bidding process and contract award to WSCA members.

## File Attachments

[Chabot Hyper-V Environment Nov 2025.pdf \(577 KB\)](#)

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**6. FACILITIES PLANNING AND DEVELOPMENT**

<b>Subject</b>	<b>6.1 (cc) Approval of Measure A Bond Program: Bond List Revision Measure A #26 –Substantive Changes</b>
Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
Category	6. FACILITIES PLANNING AND DEVELOPMENT
Type	Action (Consent)
Preferred Date	Dec 16, 2025
Absolute Date	Dec 16, 2025
Fiscal Impact	No
Budgeted	Yes
Budget Source	Measure A Bond Funds

**BACKGROUND INFORMATION -**

As part of the accountability measures for the Measure A Bond Program, the management team for the program has put into place a formal process for managing, tracking and presenting to the Board of Trustees all revisions to the Measure A individual project names, scopes and budgets. This process adheres to the accountability standards outlined by Proposition 39 and provides transparency in the evolution of the project list.

Additional criteria was added to the bond list revision process at the September 18, 2018 Board of Trustees meeting. These criteria identified an added layer of information and flagging to a bond list revision for those projects with substantive changes (a change to a single project in excess of \$5 million dollars, the cancellation of a project from the bond list, or the creation of a new project). In order to provide clarity for the Board of Trustees, the management team will identify bond list revisions containing “substantive changes” or “non-substantive changes in the agenda text.

Measure A Bond List revision #26 does contains substantive changes based on the criteria set forth above. The Bond List Revision is proposing the following changes:

For Chabot College: no substantive changes at this time;

For Las Positas College: Substantive changes at this time;

- Create new project number, name and budget for Building 1900 Furniture Storage/Renovation project by transfer of budget from Unallocated funds.

For Districtwide funds: No substantive changes at this time, budget transfers to cover projects expenses noted below.

### Measure A

#### **Chabot College –**

- Project 562315 Biology Building Phase 1 – budget transfer in from 561099 District Contingency in the amount of \$3,177,000 for arbitration award expenses.

#### **Las Positas College –**

- Project 563700 Academic Support & Office B2100 – budget transfer to project 563934 in the amount of \$150,000 from project savings.
- Project 563706 1900 Furniture/Storage Renovation – create new project, assign new project number 563706, name project 1900 Furniture/Storage Renovation and budget transfer in from 563999 Unallocated in the amount of \$204,957
- Project 563934 Infrastructure – Exterior Signage – budget transfer in from project 563700 in the amount of \$1500,000.
- Project 563999 Unallocated Bond for Future Projects – budget transfer to project 563706 1900 furniture/Storage Renovation in the amount of \$204,957

#### **District & Districtwide –**

- Project 561099 Unallocated – Budget transfer to Chabot College 562315 Biology Phase 1 in the amount of \$3,177,000 for project closeout due to arbitration award.

Please refer to the attached Bond List Revision Measure A #26 for details on each project included in the Bond Project List. These Bond List Revisions have been reviewed by the Chabot College President and Las Positas College President and approved by the Vice Chancellor of Facilities/Bond Programs and Operations. Project budget summary is attached for Measure A Projects through October 31, 2025 for information only.

## File Attachments

[Bond List Revision #26 251216.pdf \(499 KB\)](#)
[Project Budget Summary 251031.pdf \(296 KB\)](#)

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<b>Subject</b>	<b>6.2 (cc) Approval of Professional Services Agreement Extension with JGM + CB Management Group, Inc. for Project Management/Construction Management Services for the Athletic Field Stadium, Track and Field Project and other Projects as assigned at Chabot College</b>
Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
Category	6. FACILITIES PLANNING AND DEVELOPMENT
Type	Action (Consent)
Preferred Date	Dec 16, 2025
Absolute Date	Dec 16, 2025
Fiscal Impact	Yes
Dollar Amount	\$351,882.00
Budgeted	Yes
Budget Source	Measure A Bond Funds

### **BACKGROUND INFORMATION -**

On March 16, 2022, the District created a pool of six (6) qualified professional organizations to provide project management, construction management and related services to support the implementation of the District's Measure A Bond program.

On December 12, 2023, the Board of Trustees approved the issuance of a two (2) year Professional Services Agreement with JGM + CB Management Group, Inc. for a two (2) year Agreement for Project Management/Construction Management Services for the Athletic Field, Stadium, Track and Field Project and other projects as assigned at Chabot College. In accordance with Article IV Term of the referenced Professional Services agreement, the District wishes to renew the term of the agreement for one (1) year in the amount of \$351,882.00.

Current Approved Amount	\$ 675,738.00
MOD1 – Contract Extension (current)	<u>\$ 351,882.00</u> (52% Increase)
Revised Contract Total	\$1,027,620.00

## File Attachments

[25-11-21 SPM Staffing Plan.pdf \(93 KB\)](#)[PSA-JGM-CBMG MOD1.pdf \(163 KB\)](#)

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<b>Subject</b>	<b>6.3 (cc) Approval of Modification to the Existing DSA Approved Testing &amp; Inspection Services Contract to RMA Group for the Maintenance, Operations, Warehouse &amp; Garage Project at Chabot College</b>
Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
Category	6. FACILITIES PLANNING AND DEVELOPMENT
Type	Action (Consent)
Preferred Date	Dec 16, 2025
Absolute Date	Dec 16, 2025
Fiscal Impact	Yes
Dollar Amount	\$23,930.00
Budgeted	Yes
Budget Source	Measure A Bond Funds

**BACKGROUND INFORMATION -**

On December 17, 2024, the Board of Trustees approved the contract with RMA Group for DSA Approved Testing & Inspection Services for the Maintenance, Operations, Warehouse & Garage Project at Chabot College. Modification 1 is being issued to add Review of existing Geotechnical Report and Geotechnical Observation Services during construction of the project.

Original Base Fee	\$ 144,533.00
District Allowance (no change)	\$ 14,453.00
MOD 1 to Base Fee (current)	\$ <u>23,930.00</u> (Increase 15%)
Revised Contract Total	\$ 182,916.00

## File Attachments

[00-252888-P Chabot Geotech Observation Signed.pdf \(241 KB\)](#)[PSA-RMA Group MOD1.pdf \(151 KB\)](#)



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## **7. ECONOMIC DEVELOPMENT/CONTRACT EDUCATION**

<b>Subject</b>	<b>7.1 (cc) Approval of Subrecipient Agreement between Associated Builders and Contractors of Central California and the Chabot-Las Positas Community College District, Economic Development and Contract Education</b>
Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
Category	7. ECONOMIC DEVELOPMENT/CONTRACT EDUCATION
Type	Action (Consent)
Preferred Date	Dec 16, 2025
Absolute Date	Dec 16, 2025
Fiscal Impact	Yes
Dollar Amount	\$522,500.00
Budgeted	Yes
Budget Source	General - EDCE (42)
Goals	<a href="#">BOARD PRIORITY #2: Expand opportunities that support workforce development and skillset advancement.</a>

### **BACKGROUND INFORMATION -**

Chabot-Las Positas Community College District, Economic Development and Contract Education (EDCE), continues to expand its Department of Labor (DOL) grant supporting Fiber Optic Technician apprenticeship programs statewide. This subrecipient agreement with Associated Builders and Contractors of Central California extends an existing partnership with Associated Builders and Contractors to include additional apprenticeship training in fiber optic–related occupations in the Central Valley. The agreement, fully funded through existing DOL grant resources, will assist the District in meeting its grant objectives and strengthening workforce development in high-demand broadband industries.

The subrecipient agreement period runs from September 1, 2025, through June 30, 2026, with a total amount not to exceed \$522,500.00.

#### **File Attachments**

[Sub-Award Contract for ABCCC - Final.pdf \(3,993 KB\)](#)

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*board members and the public in advance to assure an extensive and thorough review. Items may be removed from the consent agenda at the request of any board member.*

## **8. INFORMATION AND DISCUSSION ITEMS (No Action)**

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<b>Subject</b>	<b>8.1 Informational Personnel Reports</b>
Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
Category	8. INFORMATION AND DISCUSSION ITEMS (No Action)
Type	Information/Discussion

### File Attachments

[12162025 Admin Separations.pdf \(99 KB\)](#)  
[12162025 Part-Time Faculty Report.pdf \(86 KB\)](#)  
[12162025 Professional Experts Report.pdf \(91 KB\)](#)  
[12162025 Temp On Call Board Report Report.pdf \(80 KB\)](#)

<b>Subject</b>	<b>8.2 First Reading of New, Reviewed, or Revised Administrative Procedures</b>
Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
Category	8. INFORMATION AND DISCUSSION ITEMS (No Action)
Type	Information/Discussion

## **BACKGROUND INFORMATION -**

Board Policy and Administrative Procedure 2410 articulates the process by which Board Policies and Administrative Procedures are created and reviewed. The Administrative Procedures have been reviewed through this established process. Changes, if any, are identified using track changes (strike-throughs where deletions occur and underlines where additions are included). Administrative Procedures are presented to the Board once, as informational items.

- AP 3501 Campus Security and Access
- AP 3516 Registered Sex Offender Information
- AP 3540 Sexual and Other Assaults on Campus
- AP 3560 Alcoholic Beverages
- AP 3600 Auxiliary Organizations
- AP 6150 Designation of Authorized Signatures
- AP 6200 Budget Preparation
- AP 6250 Budget Management
- AP 6307 Debt Issuance and Management
- AP 6370 Contracts - Personal Services
- AP 6540 Insurance
- AP 7216 Academic Employees: Grievance Procedure for Contract Decisions

- AP 7344 Notify District of Illness
- AP 7700 Whistleblower Protection

#### File Attachments

[AP3501 Campus Safety and Access 2025 0818.pdf \(194 KB\)](#)  
[AP3516 Registered Sex Offender Information 2025 0818.pdf \(213 KB\)](#)  
[AP3540 Sexual and Other Assaults on Campus 2025 815.pdf \(402 KB\)](#)  
[AP3560 Alcoholic Beverages.pdf \(132 KB\)](#)  
[AP3600 Auxiliary Organizations.pdf \(143 KB\)](#)  
[AP6150 Designation of Authorized Signatures.pdf \(105 KB\)](#)  
[AP6200 Budget Preparation.pdf \(79 KB\)](#)  
[AP6250 Budget Management.pdf \(115 KB\)](#)  
[AP6307 Debt Issuance and Management.pdf \(110 KB\)](#)  
[AP6370 Contracts – Personal Services.pdf \(117 KB\)](#)  
[AP6540 Insurance.pdf \(123 KB\)](#)  
[AP7216 Academic Employees Grievance Procedures for Contract Decisions NEW.pdf \(364 KB\)](#)  
[AP7344 Notifying District of Illness NEW 8.20.25.pdf \(104 KB\)](#)  
[AP7700 Whistleblower Protection Redlined 8.6.25.pdf \(118 KB\)](#)

### **Subject 8.3 First Reading of New, Reviewed, or Revised Board Policies**

Meeting Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING

Category 8. INFORMATION AND DISCUSSION ITEMS (No Action)

Type Information/Discussion

### **BACKGROUND INFORMATION -**

Board Policy and Administrative Procedure 2410 articulates the process by which Board Policies and Administrative Procedures are created and reviewed. The Board Policies changes, if any, are identified using track changes (strikethroughs where deletions occur and underlines where additions are included). Based upon Board comment and feedback, they will be presented for a second reading at the Board's next regular meeting for approval.

- BP 6307 Debt Issuance and Management
- BP 7216 Academic Employees: Grievance Procedure for Contract Decisions
- BP 7700 Whistleblower Protection

#### File Attachments

[BP6307 Debt Issuance and Management.pdf \(106 KB\)](#)  
[BP7216 Academic Employees Grievance Procedure for Contract Decisions NO CHANGE.pdf \(368 KB\)](#)  
[BP7700 Whistleblower Protection Redlined 8.6.25.pdf \(107 KB\)](#)

## **9. OTHER ACTION ITEMS**

<b>Subject</b>	<b>9.1 Second Reading of New, Reviewed, or Revised Board Policies</b>
Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
Category	9. OTHER ACTION ITEMS
Type	Action
Fiscal Impact	No

### **BACKGROUND INFORMATION -**

Board Policy and Administrative Procedure 2410 articulates the process by which Board Policies and Administrative Procedures are created and reviewed. The Board Policies presented have been reviewed through this established process. Changes, if any, are identified using track changes (strike-throughs where deletions occur and underlines where additions are included). This is the second reading of these Board Policies.

- BP 2305 Annual Organizational Meeting
- BP 2315 Closed Session
- BP 3200 Accreditation
- BP 4100 Graduation Requirements for Degrees and Certificates
- BP 7340 Leaves

#### File Attachments

[BP2305 Annual Organizational Meeting 2020\\_0121.pdf \(247 KB\)](#)

[BP2315 Closed Sessions 2020\\_0121 KC Update 46.pdf \(269 KB\)](#)

[BP3200 Accreditation TFR042525.pdf \(107 KB\)](#)

[BP4100 Graduation Requirements for Degrees and Certificates 2021\\_040825\\_agnostic.pdf \(196 KB\)](#)

[BP7340 Leaves.pdf \(577 KB\)](#)

<b>Subject</b>	<b>9.2 (cc) Approval of Resolution 08-2526 of the Board of Trustees of the Chabot-Las Positas Community College District Finding the Purchase of the Fry Family Trust Property Exempt from CEQA</b>
Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
Category	9. OTHER ACTION ITEMS
Type	Action
Preferred Date	Dec 16, 2025
Absolute Date	Dec 16, 2025
Fiscal Impact	Yes
Budgeted	Yes

Budget Source

Measure A Bond Funds

**BACKGROUND INFORMATION -**

On December 17, 2024, the Board approved the purchase of the property located at 24985 Hesperian Boulevard, Hayward, CA 94545 ("Property") from the Fry Family Trust via Resolution No. 10-2425. In accordance with the requirements of the California Environmental Quality Act as set forth in the California Public Resources Code Section 21000, et seq. and the State CEQA Guidelines, the Board has found that the purchase of the Property is exempt from CEQA.

The District now evaluates and considers site selection standards pursuant to California Education Code section 81033, to the extent applicable to an addition to an existing school site.

The Board's approval of Resolution No. 08-2526 makes the findings for approval of the Property, pursuant to California Education Code, and other relevant law.

## File Attachments

[Res. 08-2526 - Approving Finding the Purchase of the Fry Family Trust Property Exempt from CEQA - 12.16.25.pdf \(76 KB\)](#)

**Subject**

**9.3 Approval of Resolution 09-2526 of the Board of Trustees of the Chabot-Las Positas Community College District to provide a Supplemental Employee Retirement Plan, effective July 1, 2026**

Meeting

Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING

Category

9. OTHER ACTION ITEMS

Type

Action

Preferred Date

Dec 16, 2025

Absolute Date

Dec 16, 2025

Fiscal Impact

Yes

Budgeted

Yes

Budget Source

Unrestricted General Fund

**BACKGROUND INFORMATION -**

Accompanying the Faculty Association Memorandum of Understanding (MOU) on the agenda, this resolution authorizes the District to provide a Supplemental Employee Retirement Plan (SERP), effective July 1, 2026.

The SERP provides eligible long-tenured employees with a voluntary retirement incentive equal to 65% of their base annual salary at the time of retirement. In addition to offering a meaningful benefit to employees, the program generates long-term savings for the District, allowing for strategic reinvestment. A SERP is a proactive fiscal tool that

supports ongoing stability, enables planned transitions that preserve institutional knowledge, and positions the District to continue investing in core student and community priorities.

**File Attachments**[CLPCCD-CLPFA SERP - Board Resolution 12.16.2025 FINAL.pdf \(125 KB\)](#)

## **10. REPORTS- SENIOR LEADERSHIP AND TRUSTEES**

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**Subject                      10.1 President of Chabot College and Las Positas College**

Meeting                      Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING

Category                      10. REPORTS- SENIOR LEADERSHIP AND TRUSTEES

Type                          Reports

**Subject                      10.2 Chancellor**

Meeting                      Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING

Category                      10. REPORTS- SENIOR LEADERSHIP AND TRUSTEES

Type                          Reports

**Subject                      10.3 Recognitions**

Meeting                      Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING

Category                      10. REPORTS- SENIOR LEADERSHIP AND TRUSTEES

Type                          Reports

**Subject                      10.4 Trustee Reports and/or Official Communications**

Meeting                      Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING

Category                      10. REPORTS- SENIOR LEADERSHIP AND TRUSTEES

Type                          Reports

## **11. ADJOURNMENT**

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**Subject                      11.1 Adjourn the Meeting**

Meeting                      Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING

Category                      11. ADJOURNMENT

Type	Action
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## **12. CLOSED SESSION- (Government Code Section 54954.5)**

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<b>Subject</b>	<b>12.1 Existing or Anticipated Litigation</b>
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Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
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Category	12. CLOSED SESSION- (Government Code Section 54954.5)
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Type	Information
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<b>Subject</b>	<b>12.2 Labor Negotiations</b>
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Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
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Category	12. CLOSED SESSION- (Government Code Section 54954.5)
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Type	Information
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<b>Subject</b>	<b>12.3 Public Employee Appointments, Evaluations and Discipline/Dismissal/Release</b>
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Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
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Category	12. CLOSED SESSION- (Government Code Section 54954.5)
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Type	Information
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## **13. NEXT MEETING OF THE BOARD OF TRUSTEES**

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<b>Subject</b>	<b>13.1 January 20, 2026 Regular Board Meeting, District Office</b>
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Meeting	Dec 16, 2025 - BOARD OF TRUSTEES REGULAR MEETING
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Category	13. NEXT MEETING OF THE BOARD OF TRUSTEES
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Type	Information/Discussion
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### District Mission Statement

The Chabot-Las Positas Community College District (CLPCCD) offers innovative educational opportunity and support services to prepare students to succeed in a diverse global society by challenging them to think critically, to engage socially, and to acquire workplace knowledge and educational skills.