



## **Self-Evaluation**

**Jannett N. Jackson, PhD**

**Interim Chancellor**

**June 7, 2021**

At the May 11, 2021 Closed Session as part of my initial goal setting; the Board President compiled a set of goals that each Board member identified as priorities to be addressed during my 3-month tenure. Please see Attachment #1 – Board Goals. At this meeting it was agreed that the two top priorities were Fiscal Stability and Safety & Security. As part of my self-evaluation the following actions have been taken in support of these two goals.

### **Fiscal Stability**

Other Post Employment Bonds (OPEB). I've met with the District's Bond Counsel (John Palmer, Orrick Herrington & Sutcliffe) to gain some additional understanding regarding the District's OPEB Bonds, the Indenture that created them and the District's obligations under that document, and how the OPEB Bond transaction relates to the OPEB trust. I have also met with the District's Municipal Bond Advisor's (Backstrom McCarley & Berry) to better understand the OPEB Bonds and funding options.

- There will be an OPEB Presentation at the upcoming 6-8-2021 Board Meeting, agenda item #3.1; to provide an update and historical perspective.
- I have also met with the District's Retirement Counsel (Nick Waddles and Seong Kim, Seyfath Shaw), who were retained by the District in the Fall 2020, to look at the creation of the Retirement Board and the Retirement Board bylaws. One meeting has taken place with the Retirement Board's Legal Counsel and Christine Williams and with the District's Counsel to discuss and provide clarity regarding questions that have repeatedly come up, including use of the retirement surplus trust funds to pay principal on the OPEB Bonds and questions regarding the composition of the Retirement Board. An update will be forthcoming within the next few weeks.
- The District has submitted the "Notice of Intent to Disburse from Trust Fund 1, Certificate of Determination of Surplus and Direction to transfer funds to OPEB Bond Trustee " was sent in the amount of \$6.9M was sent to the Retirement Board, June 4, 2021. These funds will be included as part of the 2021-22 Budget.

2021-22 Budget. A presentation was provided on May 25, 2021,(Agenda Item #8.1, Consider Ratification of the Plan for Staff Hires for 2021-22). The analysis included 4-scenarios, with budget projections through FY 2024-25. The Board ratified this agreement which allows for needed hires to fill critical vacancies, while maintaining a healthy reserve taking into consideration enrollment declines,

50% Law, 75/25 ratio, non-extension of SCFF hold-harmless funds, contract negotiations and the completion of the classification/salary study.

Bargaining Unit Reopeners. We have completed a bridge document with SEIU to align their bargaining contract to that of the PFT and Local 39. Presented scenarios to the Board of Trustees on May 25th and will provide an update on June 8th regarding guidance for the district's negotiation team (Liebert Cassidy Whitmore) due to an increase in COLA forwarded to the Governor by the State Senate and Assembly. Staff will provide an analysis of the impact these changes will have on the district budget, along with a recommendation to modify the original guidance.

Audit Update to Board of Governors. The California Community College Chancellor's Office requested an update on audit recommendations to be submitted no later than May 31, 2021. An extensive report to include documentation was provided and a summary of the spreadsheet is attached to this report. See Attachment #2 -5-31-2021 Status of the 2018 2020 Audit.

## **Safety & Security**

Return to Campus. There are several pending items that we will have to address in the upcoming months. As plans continue and we prepare for a 30% return to campus in the fall; the State Chancellor's Office has provided guidance with an Advisory on Mandated COVID-19 Vaccinations, a copy was provided to the Board in my May 11, 2021, letter. Currently, the district's policy has a mandate to require masks; however, we will continue to monitor health advisories and maintain mask requirements and social distancing.

Covid-19. We have been active in this area and have partnered with the Alameda County Public Health Department (ACPHD) to provide free COVID-19 vaccinations for Peralta students, employees, and their families. ACPHD has selected Clayworth Pharmacy to administer the free Moderna vaccinations. The first dose will be given on the Laney College campus on Monday, June 7, with slots available from 10am to 1:30pm.

Campus Security. We have established a Safety/Security Taskforce working with District General Services to coordinate and provide input as we move forward with implementing safety measures throughout the district. Through our shared governance process, recommendations to adopt an Action Plan for Holistic Safety and Wellness will be forwarded to the Board for consideration.

We are continuing negotiations with Knowledge Saves Lives (KSL) and we are in the process of hiring a Safety Director within the next month. Attachment #3 is an excerpt from the Statement of Work, for an upcoming contract with KSL. KSL will also assist in the preparation of another RFP soliciting community-based safety agencies.

## Miscellaneous

### Human Resources

Approval of the ratification of hiring for FY2021-22, requests to advertise these positions are ongoing which addresses items a) and b) below

- a. Hiring of unfilled positions
- b. stabilizing district departments
- c. Labor - PFT MOU's – Board approved the MOUs at the May 11<sup>th</sup> meeting Items #6.1, 6.2 & 6.3)
- d. Job descriptions to be reviewed and redone (Classification Study is currently underway)
- e. Evaluation system restructured, so that evaluations are not onerous yet meaningful and timely (All evaluations have been completed as of June 5, 2021. With the hiring of a HR Director in May, this will be part of their goals for the upcoming year)

**Project Labor Agreement** - Bringing on a PLA administrator to get our compliance process back on track. (The Building Trades Union and the District have held several meetings and negotiations have been moving along smoothly. There has been agreement on critical issues such as student internships/apprenticeships, and the hiring of local and small businesses; and, there has a philosophical agreement that district projects should be appropriately representative of the diverse population that we serve.

**Board Retreat** – scheduled for July 20, 2021. Initial planning in-process with Dr Helen Benjamin. Dr. Benjamin checked-in with the Board at its May 25, 2021 meeting.