



**PALO VERDE COMMUNITY COLLEGE DISTRICT
BOARD OF TRUSTEES
REGULAR MEETING
Tuesday, April 8, 2025
Closed Session 4:00 p.m.
Open Session 5:00 p.m.
PVC Needles Center, 725 W. Broadway, Needles, CA
(Livestream held at PVC Main Campus, One College Drive, Blythe, CA)**

1. Opening of Meeting

1.1 Call to Order

The meeting was called to order at 4:00 p.m. by Board Vice President Gloria Copple.

1.2 Roll Call

Trustees Present: Gloria A Copple, Jon E McNeil, Angel Ramirez, Brad E Arneson, George W Thomas, Glenda K Williams, Nya Jones (Student Trustee)

Administrators Present: Dr. Bruce Moses, Superintendent/President, Stephanie Slagan, Asst. Supt./V.P. of Administrative Services and College Advancement

Absent: Stella C Styers, Trustee, Clint Cowden, Asst. Supt./V.P. of Instruction and Student Services

1.3 Approval of Closed Session Agenda

Approve the Closed Session Agenda for this meeting.

Motion by Brad E Arneson, second by Angel Ramirez.

Final Resolution: Motion Carries

Yes: Gloria A Copple, Jon E McNeil, Angel Ramirez, Brad E Arneson, George W Thomas, Glenda K Williams

2. Recess to Closed Session

Members of the public will be given an opportunity to speak on any Closed Session items at this time. Persons wishing to address the Governing Board under this item should fill out a Speaker Request Form available at the reception table.

No public comments were offered. The Governing Board recessed to Closed Session at 4:05 p.m.

2.1 Conference with Labor Negotiator; Pursuant to Gov. Code 54957.6 - CSEA Chapter 180, and Palo Verde Community College Association/CTA

2.2 Public Employee Discipline/Dismissal/Release Pursuant to Government Code 54957

2.3 Public Employee Performance Evaluation; Pursuant to Gov. Code 54957(b)

2.4 Conference with Legal Counsel - Anticipated Litigation; Significant Exposure to Litigation Pursuant to Gov. Code Sec. 54956.9; 1 (one) Case

3. Reconvene to Open Session

The Governing Board reconvened to Open Session at 5:06 p.m.

3.1 Flag Salute

The Pledge of Allegiance was recited.

3.2 Report on Any Action Taken in Closed Session

Vice President Gloria Copple reported that the Board took the following action during Closed Session:

Trustee Jon McNeil made a motion of No Confidence against Superintendent/President Dr. Bruce Moses. The motion was seconded by Trustee Gloria Copple.

Roll Call Vote:

- Yes: Jon McNeil, Gloria Copple
- No: Brad Arneson, Angel Ramirez, George Thomas
- Abstain: Glenda Williams

Result: The motion failed.

3.3 Approval of Open Session Agenda

Trustee McNeil moved to approve the agenda as amended, with the amendment to move item 12.1 to follow item 3.3 on the agenda.

Motion by Jon E McNeil, second by Brad E Arneson.

Final Resolution: Motion Carries

Yes: Gloria A Copple, Jon E McNeil, Angel Ramirez, Brad E Arneson, George W Thomas, Glenda K Williams, Nya Jones

12. Hearing of Citizens Non-Agenda Items

12.1 Members of the public have this opportunity to directly address the Governing Board on items of interest to the public, subject to five (5) minute time limitation per individual.

Dale Wissman

Dale Wissman, Labor Representative for the California School Employees Association (CSEA), addressed the Board regarding the current state of contract negotiations. He stated that negotiations have been ongoing for approximately ten months and characterized this cycle as the most difficult in his 21 years of experience with the District. Mr. Wissman expressed concern over the District's proposal to eliminate binding arbitration for grievances, explaining that this change would shift dispute resolution to the Public Employment Relations Board and remove access to impartial adjudication. He further reported that classified employees with benefits recently experienced a \$162 monthly increase in health insurance costs, which he believes violates the existing contract due to inequitable treatment compared to faculty. Mr. Wissman emphasized that this unexpected financial burden has caused significant hardship for employees and signaled a breakdown in labor relations. He urged the Board to direct administration to bring forward reasonable proposals that preserve labor peace and ensure fair treatment of classified staff.

Omar Rangel-Lopez, Robert Murillo, Yvonne Andrade, Helen Pouvi and Lillian Jones

Five students addressed the Board of Trustees to express concerns regarding the lack of a designated safe space on campus for student organizations and identity-based support groups.

- Omar Rangel-Lopez, speaking on behalf of himself and other supportive students, described the loss of an established student safe space during the Spring 2024 semester and emphasized the ongoing struggle to secure an adequate, dedicated location for meetings and support. He highlighted the impact on student organizations and urged the Board to prioritize creating a welcoming and safe environment for all students, especially those from historically marginalized groups.
- Robert Murillo, representing trans students and the Puente program, spoke about safety concerns faced by trans individuals on campus, particularly in restrooms. He called for greater attention to the emotional and physical safety of trans students and urged the college to act in ways that validate and protect all student identities.
- Yvonne Andrade, representing herself, shared that the alternative space offered after the previous safe space was repurposed did not feel secure or welcoming, and expressed disappointment at the lack of consideration in the process.
- Helen Pouvi, speaking on behalf of herself, Umoja, ASG, Puente, and Pride, described the year-long effort by students and advisors to secure a suitable space and voiced frustration that proposed solutions, such as the use of a modular unit, were dismissed due to budget constraints. She emphasized the mental and emotional toll on students and called on the college to match its stated values with actions that support student well-being.
- Lillian Jones, representing herself, reflected on the importance of safe spaces for Black students and her disappointment with the cramped and inadequate facilities offered. She expressed a desire to feel seen and supported through improved campus spaces.

The students collectively requested the restoration or allocation of an inclusive, comfortable, and functional space to serve as a hub for student community, identity-based groups, and academic support.

Student Trustee Nya Jones thanked the students who spoke during public comment and expressed her full support for their concerns regarding the lack of a safe space on campus. She acknowledged the national challenges facing diversity, equity, and inclusion efforts, but emphasized that Palo Verde College should remain committed to providing students with a safe and inclusive environment. Trustee Jones stated that without students, the institution cannot thrive, and expressed frustration that a basic need such as a safe space had not been adequately addressed. She called for improved communication with students and urged the college to take immediate action to restore a space where all students feel represented and secure. Trustee Jones concluded by affirming her personal commitment to advocating for this issue, stating that she would be deeply disappointed if no progress is made during her term.

Barbara Barrett

Barbara Barrett, a local attorney and planning commissioner, addressed the Board and began by noting what she viewed as low attendance at the meeting. She shared that she had not initially planned to speak but felt compelled to do so. Ms. Barrett expressed concern regarding an email issued by Superintendent/President Dr. Bruce Moses to students concerning immigration enforcement protocols. She stated that she found the language of the message to be legally problematic,

potentially intimidating, and disrespectful to law enforcement. Ms. Barrett asserted that the email appeared to discourage cooperation with federal immigration authorities and included legal interpretations that she believes may be inappropriate for a public institution. She urged the Board to review the content of the communication and consider its legal and community implications.

In response to Ms. Barrett's comment regarding low attendance, **Trustee Jon McNeil** stated to Ms. Barrett that he had directed everybody to attend the City Council and School Board meetings taking place tonight.

Jessica Sanders

Jessica Sanders, a student at the Needles Center, addressed the Board and shared her experience returning to college after the COVID-19 pandemic. She expressed gratitude for the opportunities PVC has provided her but conveyed deep concern over the recent removal of correspondence classes. Ms. Sanders stated that she does not learn effectively in online environments and relies on physical materials such as books and printed coursework to succeed academically.

To illustrate her point, Ms. Sanders brought out printed materials from her online course and demonstrated to the Board that a single unit of coursework was over an inch and a half thick. She explained that she had enrolled in the online class with the intent to print the units and work from paper, but the overwhelming volume made it unmanageable. She stated, "This is just one unit of our online course. I can't do this, and it's not fair."

Ms. Sanders also pointed out that while incarcerated students are still allowed to complete coursework through correspondence, non-incarcerated students like herself are not, which she felt was inequitable. As a result, she had to drop one of her classes—leaving her enrolled in only one course—which disqualified her from scholarship eligibility due to the minimum unit requirement.

She further raised concerns about the reliability of the Wi-Fi hotspots provided by the college, reporting that she was unable to access required instructional videos for her English 103 class. Despite assistance from IT staff, the devices were ultimately not sufficient to meet her needs.

In closing, Ms. Sanders voiced concern about the lack of access to student support services at the Needles Center, specifically referencing the food distribution program available at the Blythe campus but not offered in Needles. She urged the college to ensure equitable access to academic and support resources for students attending the Needles Center.

In response to Jessica Sanders's concerns about the removal of correspondence courses, **Student Trustee Nya Jones** affirmed that Ms. Sanders's frustrations were valid and shared that she, too, has been personally impacted by the discontinuation of that instructional modality. Trustee Jones explained that as a full-time employee working nine-hour days, correspondence courses had previously allowed her to manage her academic workload. She noted that the elimination of that option has forced her to seek courses at another institution in order to complete her degree.

Trustee Jones expressed strong concern that the change in course delivery was not communicated to the student body and emphasized that the lack of transparency and outreach has placed an unfair burden on students. She urged the Board and administration to improve communication with students and to re-evaluate how decisions affecting student learning are shared. Trustee Jones concluded by emphasizing that the college once prided itself on offering flexible learning modalities, and questioned what had changed, calling for greater accountability and responsiveness moving forward.

Elizabeth Berry

Elizabeth Berry, a full-time student and participant in the Set Free Christian Discipleship Recovery Program, addressed the Board to express her concerns about barriers to completing her academic goals at Palo Verde College. She shared that she has been a full-time student since January 2023 and is currently pursuing a degree in Social and Behavioral Sciences as well as a certificate in Substance Abuse Counseling. Ms. Berry explained that she was recently forced to drop her Physical Geography course due to the demanding workload, which affected her ability to maintain a full-time schedule.

She noted that her academic progress was disrupted because she could not find a three-unit physical science course without a lab component and was ineligible to take Astronomy because she is not an incarcerated student. As a result, she had to enroll in a course at another college during the summer, which will affect her financial aid, EOPS eligibility, and access to child care.

Ms. Berry expressed frustration that students are placed in a position where they must find alternative solutions mid-program and questioned the fairness of such circumstances. She also raised concerns about the limited child care support available to students at Palo Verde College, particularly at the Needles Center, and urged the college to consider expanding options. Ms. Berry concluded by sharing her desire to use her education to give back to the community and encouraged the college to do more to support students striving to improve their lives.

3.4 Approval of March 4, 2025, Regular Meeting Minutes

Approve the March 4, 2025, Regular Meeting Minutes.

Motion by Angel Ramirez, second by Brad E Arneson.

Final Resolution: Motion Carries

Yes: Gloria A Copple, Jon E McNeil, Angel Ramirez, Brad E Arneson, George W Thomas, Glenda K Williams, Nya Jones

3.5 Approval of March 25, 2025, Special Meeting/Study Session Minutes

Approve the March 25, 2025, Special Meeting/Study Session Minutes.

Motion by Angel Ramirez, second by Brad E Arneson.

Final Resolution: Motion Carries

Yes: Gloria A Copple, Jon E McNeil, Angel Ramirez, Brad E Arneson, George W Thomas, Glenda K Williams, Nya Jones

During the approval of the minutes from the March 25, 2025 Special Meeting/Study Session, Trustee Jon McNeil inquired whether the public had access to the minutes, noting that he was unable to view them on the public-facing agenda. Naomi Alaniz, Executive Assistant to the Superintendent/President and Board of Trustees, responded that the District is currently in the process of migrating from BoardDocs to Dilligent, and as a result, there have been some technical issues BoardDocs. She stated that the issue likely prevented the minutes from being accessible to the public via the usual link and confirmed that, moving forward, she would begin attaching the minutes directly as supporting documents in the agenda to ensure public access during the transition.

3.6 Announcement of Recusal From Agenda Items

Trustee Angel Ramirez recused himself from Consent Agenda items 8.1 through 8.3 due to a conflict of interest. Trustee George Thomas recused himself from Action Item 11.1 due to a conflict of interest.

4. Hearing of Citizens Agenda Items

4.1 Members of the public have this opportunity to directly address the Board on agenda items. Each speaker will be allowed a maximum of five (5) minutes per topic. Fifteen (15) minutes shall be the maximum time allotment for public speakers on any one subject regardless of the number of speakers at any one board meeting.

There were no public comments offered regarding the items on tonight's agenda.

5. Reports

5.1 PVCCA/CTA - Richard Castillo, President of PVCCA/CTA

Mr. Richard Castillo, Faculty Association President, addressed the Board and began his remarks by expressing strong support for the student speakers who had addressed the Board earlier in the meeting. He commended them for demonstrating civic responsibility, critical thinking, and advocacy—core values of Palo Verde College.

Mr. Castillo then provided a detailed update on recent negotiations between the Faculty Association and the District, which began on April 11th and 12th. While the first day was slow to start, the second day was more productive. He reported that the Association presented initial proposals on five of six articles in their contract to negotiate.

- **Implementation:** The Association proposed establishing a formal Faculty Mentoring System for all new full-time and part-time hires to ease onboarding and promote integration into campus culture and expectations from day one.
- **Salaries and Benefits:** Proposals included restructuring the faculty salary schedule, increasing the health insurance cap to reflect current costs, and maintaining or enhancing early retirement incentives.
- **Faculty Release Time:** Mr. Castillo emphasized the importance of preserving current release time provisions for faculty leadership roles (e.g., Union officers, Academic Senate officers, division chairs, curriculum co-chair). He noted that this request stems from the critical support faculty have provided during a time of significant administrative transition. He stated that while faculty continue to support the leadership of newly hired administrators, such as Dr. Moses and Mr. Cowden, there remain ongoing concerns regarding certain holdover administrators from prior leadership under Dr. Don Wallace. These concerns, he explained, contributed to faculty discussions of a vote of no confidence, which still inform their position in current negotiations.
- **Calendar and Hours of Work:** The Association proposed greater flexibility in faculty scheduling and clarified expectations for instructional and counseling faculty, particularly regarding on-campus time requirements.
- **Prison Program Protections:** A key focus was incorporating the existing MOU into the contract to protect the safety and compensation of faculty teaching in prison programs. Mr. Castillo highlighted the need to recognize faculty as college—not prison—employees and to ensure that prison access protocols do not compromise faculty safety. He shared that recent incidents had underscored the value of the existing MOU and praised the administration for taking swift action to ensure faculty safety when concerns arose.

Mr. Castillo also expressed concern regarding a District proposal to remove binding arbitration from the grievance process. He warned that eliminating this safeguard could lead to an increase in unresolved grievances and costly external intervention. He emphasized the Faculty Association's strong track record of resolving issues internally, citing only one formal grievance filed during his five-year tenure as president—which was resolved at Step 1 through administrative acknowledgment.

In closing, Mr. Castillo reiterated the Association's commitment to productive negotiations. He stated that while the next scheduled meeting is May 22, the Faculty Association has proactively proposed additional dates—including during summer months—to ensure progress continues. He emphasized that their goals are not solely monetary but focused on preserving the integrity of faculty roles and maintaining a collaborative relationship with the District. He concluded by affirming the faculty's dedication to serving the students—whom he described as "the true bosses" of the college—and to building the college the community deserves.

5.2 Academic Senate - Sarah Frid, President of Academic Senate

Academic Senate President Sarah Frid began her report by sharing that at the March 18, 2025, meeting, the Senate unanimously adopted a statement of solidarity reaffirming the faculty's commitment to equity and inclusion. She read the statement into the record:

"The faculty recognize the humanity of our students. We assert that all students have a right to receive an education without discrimination, regardless of their immigration status, sexual orientation, or gender identity, and the right to attend campuses that are safe, secure, and peaceful."

Ms. Frid noted that this position aligns with statements issued by the President of the Academic Senate for California Community Colleges, which affirm the right of all students—regardless of gender, sexuality, race, ethnicity, nationality, immigration status, religion, or disability—to access higher education and the necessary support to succeed. She emphasized the importance of fostering a culture of belonging and support within the community college system.

Ms. Frid also reported that at the March 18 meeting, the Academic Senate reviewed and took formal action on thirteen Board Policies (BPs) and Administrative Procedures (APs) under consideration by the Board of Trustees. These policies were primarily from Chapter 4 (Academic Affairs), along with one AP from Human Resources related to minimum qualifications and equivalency. She noted that the Senate engaged in careful deliberation and thoughtful discussion to ensure the proposed revisions were clear, meaningful, and aligned with institutional standards. All items were vetted through College Council prior to presentation to the Board.

In closing, Ms. Frid expressed enthusiasm for the faculty tenure items on the Board's agenda that evening. She conveyed the Senate's strong support for the ongoing tenure process, recognizing the significant contributions tenured faculty make to student success and institutional excellence. She stated that the Senate takes pride in the service and professionalism of its faculty and views the tenure process as vital to the strength and stability of the college.

5.3 CSEA, Chapter 180 - Alice Dean, President of CSEA Chapter 180

CSEA Vice President Lisa LeBlanc addressed the Board of Trustees and read a letter on behalf of the California School Employees Association (CSEA) Chapter at Palo Verde College, with CSEA President Alice Dean standing beside her in support. Numerous CSEA members stood in the audience as a visible demonstration of unity and solidarity with the message being delivered. A copy of the letter was distributed to each Board member and is included as **Attachment A** to these minutes.

Following the reading of the letter by Ms. LeBlanc, Board Vice President Gloria Copple responded with the following comment: "Thank you, Lisa and Alice. Let me tell you, I am listening to you, and I hope that the rest of my board members are listening also. And if we can, Dr. Moses, maybe you can look into some of these allegations and follow up with us—not right now, but at a later time."

5.4 Associated Student Government - Nya Jones, Student Trustee

Student Trustee Nya Jones provided an update on recent and upcoming student activities. She announced that Associated Student Government (ASG) election packets are now available and are due by April 25. Elections will be held during the first week of May, with results to be posted shortly thereafter. Additionally, ASG is planning to host an Easter-themed event, with more details to be announced soon.

Ms. Jones also shared that ASG has received feedback from several student parents expressing difficulty in balancing academic responsibilities with childcare needs. In response, ASG is exploring options to provide on-campus support—potentially through a program involving student workers who can help supervise children while their parents study. She noted that discussions are ongoing to determine how such support could be implemented.

Regarding commencement, Ms. Jones informed the Board that students completing noncredit courses will be allowed to participate in this year's graduation ceremony alongside those earning certificates and degrees. However, she expressed concern that Board Policy 4100 does not currently reference noncredit coursework in its graduation requirements. She suggested the policy be reviewed and possibly revised to formally include noncredit students in commencement protocols.

Ms. Jones emphasized the importance of recognizing all students' achievements while also ensuring clarity and fairness in representation. She proposed options such as distinctive regalia (e.g., different-colored gowns, stoles, or cords) to honor noncredit completers without diminishing the accomplishments of those earning degrees or certificates.

5.5 Assistant Superintendent/Vice President of Instruction and Student Services - Clint Cowden

Assistant Superintendent/Vice President Clint Cowden was not present at the meeting. However, his written report was provided in advance and is included in the meeting agenda materials.

5.6 Assistant Superintendent/Vice President of Administrative Services and College Advancement - Stephanie Slagan

Assistant Superintendent/Vice President Stephanie Slagan provided an update on several key initiatives and fiscal matters. She reported that the P1 budget recalculation was included in the Board agenda materials for review and noted that it reflects a projected revenue deficit of approximately 7%. She added that the P2 recalculation is expected in June, which will provide the final revenue true-up for the current fiscal year.

Ms. Slagan also shared progress on the implementation of AwardSpring, the college's new scholarship management platform. The project is nearing completion, with an estimated go-live date by the end of April. She noted that students can now apply for over 35 scholarships through a single application and that a total of \$11,000 in scholarships is available.

In a shift from past practice, this year's recognition event will be an Honors Ceremony rather than a standalone scholarship awards ceremony. The new format will include recognition of students across multiple programs, including Puente, EOPS, and other programs on campus, in a more inclusive, campus-wide celebration of student achievement.

Additionally, Ms. Slagan reported that implementation of SoftDocs is moving forward. While there were minor delays due to integration issues with employee name records, those are being resolved. Once corrected, the Executives Assistants will begin beta testing prior to full campus-wide integration.

5.7 Superintendent/President - Dr. Bruce Moses

Dr. Moses began by highlighting his recent visit as a guest speaker at a campus event hosted by Umoja, where he participated in a meaningful discussion centered on Umoja as a platform for student advocacy and empowerment. He commended the active participation of students and noted the importance of such spaces in fostering dialogue and leadership.

He also attended a presentation by Dr. Edwin Gomez, Riverside County Superintendent of Schools, who shared significant achievements and strategic goals for education in the region. Dr. Moses remarked on the alignment opportunities between Riverside County's initiatives and the college's own strategic priorities.

Dr. Moses shared that he was recently interviewed live by Maria Machi Rivera on her radio station, KERU, which was streamed on Facebook and TikTok. The discussion focused on the college's vision, student success stories, and its role in serving the broader community.

In addition, Dr. Moses served as a panelist at Imperial Valley College, alongside the presidents of Imperial Valley College and Copper Mountain College. The panel addressed challenges faced by rural community colleges, particularly in advocating for nursing programs and securing clinical placement opportunities.

Dr. Moses reported that he also met with Ashley Yanez, Chief of Staff to Assembly Member Jeff Gonzalez. Their conversation explored potential collaboration around high school and adult education pathways, as well as efforts to strengthen workforce development pipelines.

Lastly, Dr. Moses met with David Bradshaw from the Metropolitan Water District (MWD). He shared that the college continues to partner with the MWD on initiatives including apprenticeship programs and is collaborating on a grant proposal focused on workforce and infrastructure development.

5.8 Board of Trustees

Trustee Jon McNeil

Trustee Jon McNeil began his report by expressing enthusiasm for the upcoming Color Run event, noting a strong turnout of registrants and sharing that he had brought supplies in that day in preparation. He thanked Dr. Bruce Moses for his participation in the upcoming event.

Trustee McNeil emphasized the importance of holding Board meetings in Needles and spoke to the significant investment the local community has made in the Needles Center. He referenced a previous visit from Dr. Moses, during which the Superintendent/President delivered a presentation on the College's eight-year plan—an event that drew approximately 35 community members. He noted that attendance at the current meeting was lower, likely due to other activities taking place in the area, and shared that he had worked hard to take the pressure off of the evening's meeting.

Trustee McNeil described the Needles Center as a "gorgeous" facility and emphasized the importance of ensuring it is actively used by the community. He stated, "We, the city, want to have people in the building, physically using this building." He added that community members frequently express concerns to him about the amount of money they are paying in taxes to keep the facility open and operational.

Trustee McNeil reflected on the student comments made earlier in the meeting, noting a repeated concern around students feeling unheard. He expressed deep concern about this sentiment, stating that it is important for everyone at the college to feel included and supported. He offered heartfelt recognition to Student Trustee Nya Jones, addressing her directly and saying: "Nya Jones... you're courageous, you're committed. Thank you for being so supportive of all students. I appreciate you so much for what you're doing, who you are, and what you've done—that is just wonderful and terrific, and I love you so much for that."

Trustee McNeil noted that both students who spoke during the meeting shared how difficult it was for them to come forward, and that they had been told by individuals in Blythe, "you have to figure this out." He stated that he had spoken with both of them the previous week and believed that conversation likely influenced their decision to speak publicly, as he had difficulty giving them clear answers to the challenges they face. Trustee McNeil shared that it seems like he encounters students who are deeply upset about their experiences. He recalled a conversation with a mother who was deeply upset that her daughter was not going to graduate. He also said that the second young lady who spoke earlier tonight was up to be valedictorian this year. Trustee McNeil expressed his grief for the way students are being "worked with."

Trustee McNeil concluded his report by affirming his belief in the strength of the institution, stating that Palo Verde College is a "terrific college" with "wonderful people," and that he looks forward to helping propel the college forward. He ended with a personal note of appreciation for staff member Jaclyn Randall, a sentiment he shared he often expresses in public. He stated, "Thank God for Jaclyn Randall. She works at figuring it out, doesn't she? She's like the soul light that makes this place work, and she seems to reach out to everybody. Thank you very much, Jaclyn, for being who you are. Love you so much."

Trustee Glenda Williams

Trustee Glenda Williams inquired about graduation details, specifically for the Needles Center. Mrs. Alaniz responded that the information had been emailed to Trustee Williams previously and confirmed that the Needles Center graduation is scheduled for May 29, 2025, with the pinning ceremony at 1:00 p.m. and commencement ceremony at 3:00 p.m.

Trustee Gloria Copple

Trustee Gloria Copple reported that she attended the PVC TRIO event, describing it as a very nice and well-organized gathering. She acknowledged Liz Cusick for her efforts in coordinating the event.

Student Trustee Nya Jones

Student Trustee Nya Jones requested accommodations to attend the Needles Center commencement ceremony.

Vice President Trustee Gloria Copple responded that Dr. Moses will follow up on the request and suggested that a group might consider riding up together.

6. Discussion

6.1 Recognition of Mr. Don Kuykendall and Former Assemblymember Eduardo Garcia with regard to the New Child Development Center Building

Trustee Gloria Copple stated that she believed this item was still open for discussion. Ms. Slagan provided an update, explaining that work on the front entryway is ongoing. She explained that the concrete needs to be removed in order to install the planned archway. This modification requires a change to be submitted to the Division of the State Architect (DSA), which has indicated that the approval process will take approximately four to six weeks. Trustee Copple asked whether the archway was necessary, noting that the entrance already looks nice as it is. Ms. Slagan confirmed that the archway is necessary since the entry is composed primarily of glass, and the archway awning will provide essential shade, helping to reduce heat from direct sunlight during the summer months.

6.2 Date of Ribbon Cutting Ceremony for the New Child Development Center Building

It was noted that a determination regarding the date of the ribbon cutting ceremony would be made in conjunction with Item 6.1.

6.3 First Reading of Reviewed/Revised Board Policies and Administrative Procedures

Trustee McNeil commented that he appreciates Dr. Moses for what he sent out. He commented that his neighbor down the street took issue with it, but he thought that it was on target. Addressing Dr. Moses directly, he said, "I wanted you to know that I support you for what you said and what you did."

Dr. Moses responded by explaining that the communication that was sent out was in alignment with guidance from the Chancellor's Office.

7. Information Items

7.1 Report of Purchases and Warrants - February and March 2025

7.2 Notification of Employee Resignation - Alma Correa, Dean of Research, Planning, and Institutional Effectiveness

In response to a question about plans to fill the position, Dr. Moses stated that the College is actively working on it, but noted that it was challenging to find Ms. Correa.

7.3 Board of Trustees Professional Development Opportunities

8. Consent Items

All Consent Items will be voted on in one motion with 15 minutes allocated for questions by Board members. After the question period, any Board member may request that any item(s) be moved to the Action Agenda.

Angel Ramirez recused himself from Consent Agenda items 8.1 through 8.3 due to a conflict of interest and did not take part in discussion or voting on these items.

8.1 Approval of Personnel Actions - April 2025

8.2 Approval of New and Revised Courses and Programs

8.3 Approval of Consent Items for April 2025

Approve Consent Items 8.1 and 8.2 as presented and/or amended.

Motion by Brad E Arneson, second by Jon E McNeil.

Final Resolution: Motion Carries

Yes: Gloria A Copple, Jon E McNeil, Brad E Arneson, George W Thomas, Glenda K Williams, Nya Jones

Abstain: Angel Ramirez

9. Action Items - Business

9.1 Approval of Nursing Program Clinical Affiliation Agreements - FY2025-2026

Approve the Nursing Program Clinical Affiliation Agreement for fiscal year 2025-26.

Motion by Angel Ramirez, second by Brad E Arneson.

Yes: Gloria A Copple, Jon E McNeil, Angel Ramirez, Brad E Arneson, George W Thomas, Glenda K Williams, Nya Jones

9.2 Approval of Memorandum of Understanding (MOU) between Inland Empire Health Plan (IEHP) and Palo Verde College

Approve the Memorandum of Understanding (MOU) between Inland Empire Health Plan (IEHP) and Palo Verde College.

Motion by Brad E Arneson, second by George W Thomas.

Final Resolution: Motion Carries

Yes: Gloria A Copple, Jon E McNeil, Angel Ramirez, Brad E Arneson, George W Thomas, Glenda K Williams, Nya Jones

9.3 Approval of P1 Apportionment Adjustment as of February 28, 2025

Approve the P1 Apportionment Adjustment as of February 28, 2025.

Motion by Jon E McNeil, second by Brad E Arneson.

Final Resolution: Motion Carries

Yes: Gloria A Copple, Jon E McNeil, Angel Ramirez, Brad E Arneson, George W Thomas, Glenda K Williams, Nya Jones

9.4 Approval of Resolution 04.08.25-9.4 - Authorization to Encumber Funds for Fiscal Year 2025-2026

Approve Resolution 04.08.25-9.4 - Authorization to Encumber Funds for Fiscal Year 2025-2026.

Motion by Angel Ramirez, second by George W Thomas.

Final Resolution: Motion Carries

Yes: Gloria A Copple, Jon E McNeil, Angel Ramirez, Brad E Arneson, George W Thomas, Glenda K Williams, Nya Jones

9.5 Approval of Resolution 04.08.25-9.5 - Temporary Loan to the Child Development Center for FY 2025-2026

Approve Resolution 04.08.25-9.5 - Temporary Loan to the Child Development Center for fiscal year 2025-2026.

Motion by Brad E Arneson, second by Jon E McNeil.

Final Resolution: Motion Carries

Yes: Gloria A Copple, Jon E McNeil, Angel Ramirez, Brad E Arneson, George W Thomas, Glenda K Williams, Nya Jones

9.6 Approval of the Proposal for Services Agreement with Cambridge West Partnership for Zero-Based Budgeting (ZBB) Process

Approve the Proposal for Services Agreement with Cambridge West Partnership for Zero-Based Budgeting (ZBB) process.

Motion by George W Thomas, second by Angel Ramirez.

Final Resolution: Motion Carries

Yes: Gloria A Copple, Jon E McNeil, Angel Ramirez, Brad E Arneson, George W Thomas, Glenda K Williams, Nya Jones

In response to a request from Trustee Jon McNeil, Ms. Slagan explained what Zero-Based budgeting is and that the College currently follows a rollover budgeting process, where departments typically receive the same allocation from year to year. In contrast, the Zero-Based Budgeting model requires each program and service to justify its funding annually, focusing on current needs rather than past allocations. Ms. Slagan noted that fixed costs, such as salaries and benefits, will still be accounted for, but non-fixed costs—such as supplies or travel—will be reviewed to ensure funds are allocated where they are most needed. The goal is to shift resources strategically to support growing programs or emerging priorities. She further explained that Cambridge West is analyzing four years of budget data to distinguish between fixed and variable costs and will be creating a mock-up of a Zero-Based Budget alongside the traditional budget for FY 2025–26. This process includes working with the Budget Committee, Program Review Committee, and other campus groups to provide education and training on ZBB principles. Ms. Slagan emphasized that the implementation will be gradual, with a focus on broad campus-wide understanding and collaboration. Ms. Slagan further emphasized the importance of aligning the Zero-Based Budgeting (ZBB) process with the existing Program Review structure. She clarified that while the Program Review Committee is responsible for developing its own review model, the intent is to collaborate—not dictate—and to engage the committee in discussions about how the ZBB model can be integrated into their work.

Dr. Moses added that program review will serve as a key data point in informing the Zero-Based Budgeting (ZBB) process. He explained that while program review focuses on viability, the ZBB process will consider return on investment—evaluating which programs are showing positive outcomes and growth, and where future investments should be made. He noted that this approach also creates an opportunity to support new initiatives aligned with the College's goals. Dr. Moses emphasized that this budgeting model will help the College strategically assess which programs and services to continue funding and which may no longer provide the desired return. He connected this discussion to the Comprehensive Educational Plan (CEP) and the transition into an eight-year strategic plan, noting that the integration of ZBB, program review, and the strategic planning process will allow the institution to free up resources and invest more effectively. He clarified that while he does not sit on the Budget Committee, he sees these processes—ZBB, program review, CEP, and strategic planning—as interrelated and working together to guide future resource allocation and planning priorities.

Trustee McNeil responded to Ms. Slagan's explanation by stating, "I'm very excited about what you just said. Let me say back what I think you just said—which is, the power changes from the money driving the program to the program driving the money." He continued by noting that much of the College's current funding is allocated to incarcerated education programs, which, in his view, is at the crux of one of the institution's challenges. He expressed hope that the integration of program review, community-based operations, and institutional planning could help shift the College's focus away from being driven by how much money can be made through prison-based programs. "So I applaud you," he said. "I think that going through this process—and you're right, it's a transformation—once you can see it and say, "Oh my gosh, programs are going to drive the College instead of the other way around, that would be really terrific."

10. Action Items - Personnel

10.1 Approval of Revised Job Description - Program Coordinator of Adult Education (CAEP)

Approve the revised job description, Program Coordinator of Adult Education (CAEP).

Motion by Angel Ramirez, second by George W Thomas.

Final Resolution: Motion Carries

Yes: Gloria A Copple, Jon E McNeil, Angel Ramirez, Brad E Arneson, George W Thomas, Glenda K Williams, Nya Jones

10.2 Approval of Faculty Tenure and Tenure-Track Status

Approve the recommendation to grant tenure and to continue tenure-track appointments for eligible faculty based on satisfactory evaluations.

Motion by Brad E Arneson, second by Brad E Arneson.

Final Resolution: Motion Carries

Yes: Gloria A Copple, Jon E McNeil, Angel Ramirez, Brad E Arneson, George W Thomas, Glenda K Williams, Nya Jones

11. Action Items - Miscellaneous

11.1 Excusal of Trustee Dr. George Thomas from March 25, 2025, Special Meeting/Study Session for Compensation Purposes

Dr. George Thomas recused himself due to a conflict of interest and did not participate in the discussion or vote on the item.

Approve the excusal of Trustee Dr. George Thomas from the March 25, 2025, Special Meeting/Study Session for compensation purposes.

Motion by Jon E McNeil, second by Brad E Arneson.

Final Resolution: Motion Carries

Yes: Gloria A Copple, Jon E McNeil, Angel Ramirez, Brad E Arneson, Glenda K Williams

Abstain: George W Thomas

12. Hearing of Citizens Non-Agenda Items

12.1 Members of the public have this opportunity to directly address the Governing Board on items of interest to the public, subject to five (5) minute time limitation per individual.

Jon McNeil moved to approve the agenda as amended, with the amendment to move item 12.1 to follow item 3.3 on the agenda. The motion was seconded and carried unanimously.

13. Possible Future Agenda Items

No future agenda items were discussed.

14. Adjourn

The meeting adjourned at 7:17 p.m.



Dr. Bruce Moses, Superintendent/President

Minutes approved at May 13, 2025, Regular Board Meeting

Minutes generated by Naomi Alaniz, Executive Assistant to the Superintendent/President and Board of Trustees. These minutes are a concise summary of reports, discussions, and actions taken at this meeting. For detailed comments and discussion, a tape is available to the public for 30 days after the date of this meeting.



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**CSEA Chapter 180
Palo Verde College
1 College Dr.
Blythe, CA, 92225
April 08, 2025**

Good afternoon esteemed board members,
Together with our union colleagues, we stand before you today to express the significance of being members of CSEA while simultaneously contributing to the success of Palo Verde College. My name is Lisa LeBlanc, and I am your new Vice President for CSEA Area F, Region 10, Chapter 180. Next to me I have Alice Dean our previous VP and now, the new President.

For years, a mutually beneficial contract between CSEA and the district has allowed employees the opportunity to wholeheartedly embody the PVC value of Excellence. Palo Verde College claims to be committed to excellence in its **Statement of Vision, Mission and Values**. It is written, "The college expects quality instruction and services, and applauds the achievement of its students, faculty, and staff." By operating in good faith with the district and always coming to terms with a contract, CSEA members have achieved excellence for themselves and their students.

Let me tell you how.

By earning diplomas of their own, CSEA employees inspire students to reach for the moon and smash goals alongside their educators, mentors, and support staff. We thank the board and district for the contract language that makes this possible for our members through professional growth. Our members have been given time to deal with life moments, good and bad, without the fear of losing their jobs thanks to the benefits that were advertised to us when we accepted our positions at PVC, our benefits have put braces and glasses on our kids and ourselves. Our benefits have afforded us the opportunity to medically and mentally take care of ourselves when necessary, so that when we pour into a student's cup, we actually have something of substance to give rather than trying to pour from empty cups ourselves. We thank the board and the district for the contract language that makes this possible for our members. A supported staff directly relates to supported students. We remind you, we are humans. People with families to support. We bring our life experiences into work every day and use them to pick up our students by the hand and lead them to a bright, shiny future. This is impossible when burnout, low morale, and feelings of disregard float through the halls of Palo Verde College.

Albeit the road has not always been smooth, at times far from it, but when you break it down to business, CSEA and the district have always come to an agreement at the negotiations table. So why now? Why now have we had an open contract for the better part of the year? Why now can we not agree on something so important like binding arbitration for grievances? Why now is CSEA being questioned about the "lack of ethnic diversity" we bring to a specific hiring panel?

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Why now are our health and welfare benefits in jeopardy when there is a recognized agreement regarding our last year's COLA being put toward a benefits fund? The wind is changing, and the water is turbulent. Times are tough right now, and we stand here today with my CSEA colleagues to highlight some troubling facts that have finally broken the staff that keeps this place moving.

CSEA, at this time you may take your seats. Board members hear us now:

1. **Binding arbitration for grievances. In short, it has removed the opportunity for bias when dealing with the big stuff, giving CSEA members fair and due process all while protecting the district from lawsuit after lawsuit. But I'm not here to present the short version. How this contract language is being questioned is beyond us, and we can only come to one conclusion. It appears that the district may not have a complete understanding of the implications of "binding arbitration." Therefore, we will make every effort to clarify this matter for you.**

A "grievance" is an allegation by the union that the employer violated or otherwise failed to follow a specific provision of the written collective bargaining agreement (i.e. the "Contract"). When such an allegation exists, the union can then seek to enforce the Contract by filing a grievance. The procedure for how grievances are processed is found in the Contract itself, and generally consist of multiple steps, starting with an informal grievance meeting and progressing through multiple written grievance steps filed at increasingly higher levels of the employer's

administration. Most grievances are settled immediately and amicably, But how is a grievance resolved when the union and the district cannot settle a dispute over Contract violation? Most contractual grievance procedures are resolved through a provision for binding arbitration. Binding arbitration affords the union and the district a full, evidentiary hearing in front of a neutral, third-party arbitrator, who will sit in judgement of the matter and issue a ruling that is binding on both the employer and union and the members they represent. Arbitrators are trained attorneys, former judges, and labor relations professionals who have years of experience hearing such matters. They function as neutral, third-party judges, who have no connection to or conflict of interests any district entity. Arbitrators are true neutral, third-party hearing officers who have no pre-conceived notions or knowledge of the particular facts or people involved in the Contract dispute.

Because we currently do not have binding arbitration in place, CSEA would be forced to file with Superior Court and/or the Public Employment Relations Board (PERB) to enforce our rights and ensure that law and the Contract is followed. Unfortunately, given the District's position in negotiations on binding arbitration, there is no informal process anymore. There is only a "0 to 100 mph" option for CSEA to file at the highest level because of the disadvantages and unknowns inherent in advisory arbitration for grievances. Instead of five of ten issues each year being settled at the lowest informal step or at Step 1 of the grievance procedure, all issues would be filed formally at with the relevant court or agency. That unfortunately is the only option left to CSEA due to the District's position in negotiations to eliminate binding arbitration for grievances.



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How does the district not see that binding arbitration for grievances is mutually beneficial? And why would the district NOT support such an important process to ensure that all accusations of bias are clearly removed. The district's strong position to remove binding arbitration language from the contract has raised significant concerns about its intentions. This move, which appears to lack transparency, has created a sense of unease among CSEA members. There is a growing fear that without clear communication, this action could pave the way for future decisions that might evade proper scrutiny, undermining trust and potentially leading to actions that could be inappropriate or even unlawful.

2. Volunteer CSEA representatives on a hiring panel are being rejected by the district due to, and we quote, "a lack of ethnic diversity". Effectively taking away our right to present volunteers to represent CSEA and by some twist of wording allowing the district to appoint CSEA "representation". However well-intentioned, EEO requirements are as mechanisms for choosing the best representation for prospected candidates, they can undermine our freedom to choose qualified representation and allow the district to appoint at will. We hope that lack of integrity makes your skin crawl as it does ours. But, if it doesn't, let's dive deeper.

On Monday, March 24th of 2025 an email was sent to the CSEA president, and it stated this,

"Good afternoon,

The district is in the process of putting together the screening & interviewing committee for Director of Marketing and Advancement Services.

Can you please let me know of two (2) volunteers to serve on the committee and represent CSEA?

Regards,"

Two volunteers were presented and the response that the district gave was this, please note names have been redacted.

It is wonderful that *the CSEA representatives" want to volunteer time to serve on this committee.

On behalf of the District's EEO Officer, we must make sure all requirements regarding screening/interviewing committees are being met as stated in the District's approved EEO Plan, which are noted below:

b) Within the limits allowed by federal and state law, screening/interview committees will include a diverse membership, which will bring a variety of perspectives to the assessment of applicant qualifications.

c) The equal employment opportunity officer shall approve the makeup of screening/interview committees. If the equal employment opportunity officer does not

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will need to be formed, and your ethnicity is already represented on the committee.

To ensure that the EEO requirements are implemented, CSEA will need to appoint two other CSEA members to represent a different diverse population and adhere to the above requirements.

Can you please appoint two new CSEA members that meet a different diverse population no later than 3pm, today, March 28, 2025, as I need to finalize the process as soon as possible?

Thank you,"

It would seem now, the district has changed its tune from "asking for volunteers" to "appointing" representatives, of which are being discriminated against. Clearly, identity will continue to play an important role in hiring. But can a hiring process that gives precedence to identity above all else ever truly reflect the values of EEO? not to mention, a quick rudimentary google search of "EEO diversity requirements for interviewing committees California" comes up with "In California, while there's no specific mandate for diversity on interviewing committees, employers must ensure their hiring practices, including committee composition and interview questions, comply with the California Fair Employment and Housing Act (FEHA) and federal laws, prohibiting discrimination based on protected characteristics."

The following questions were asked, by me, the CSEA VP "Were the other representative groups asked to deliver a more "diverse" volunteer? (i.e. instruction, management...) Is age, gender, and socioeconomic status being considered?" – these questions were left unanswered. We ask you now, board members is the picture we are showing you looking warranted? It saddens me to say, this goes on further. In an email stemming from the CSEA Labor Relations Representative it was asked, "I'm confused as to what sufficient diversity means as understood by the EEOC Officer and EEOC Plan. Which two CSEA members would fulfill the EEOC Officer's understanding of a diverse hiring panel as per the EEOC Plan?"

Please let me know which two CSEA members qualify to serve on this panel?
Who can we appoint that meets with the EEOC Officer's approval?

I'll give credit where credit is due, the district came back with a response. It reads like this.

"Based on the District's records, the EEO Officer evaluates the diversity of the committee, on all aspects of diversity. Again, the representatives you provided did not create a diverse panel. AP 3420 and Cal. Code. Regs. Tit. 5, § 53024 grants the District the authority to evaluate the diverse membership of the committee. If CSEA would like to appoint alternatives, you will need to provide the representatives names no later than 2pm today, April 2, 2025. Once the representatives are received, the District will be able to evaluate if the committee is diverse. As the hiring process is confidential, please note that other representatives will not be disclosed.

If alternatives are not provided by CSEA, the District will be evaluating the diversity of the committee and select representatives that are reflective of our diverse students.



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This email was received at 12:09pm on April 2nd of 2025. **The District** has made it clear CSEA does not get the opportunity to establish volunteers but rather, we are being urged to fit into **The District's** idea of diverse. Which **The District** has effectively avoided defining for us, meaning we wouldn't know how to comply even if we wanted to. For time's sake, we will leave this topic with a final email sent from Dale, the CSEA Labor Relations Representative, to the district on April 2nd of 2025 at 2:43pm.

To clarify, CSEA can appoint two people to the hiring committee as long as these appointees from CSEA are sufficiently diverse, but without knowing specifically what qualifies as "sufficiently diverse," and the EEOC Officer won't recommend or provide guidance as to which classified employees would qualify as fulfilling the District's requirement for diversity on the panel. Then, once the hiring panel is appointed, the make up of the hiring panel and the names of those serving on the hiring committee will not be disclosed and will remain strictly confidential. Did I get that right?

I don't know how it is remotely possible, then, for the CSEA leadership to make alternative appointments under such circumstances to comply with the District's implementation of what it's interpreting as the EEOC requirements, nor would CSEA be able to evaluate whether or not the District met the EEOC requirements as interpreted by the District since the makeup of the those appointed to the panel remains strictly confidential.

CSEA will follow up with formal correspondence on this topic. Please refer any questions from your administrator and/or the EEOC Office directly to me.

Yikes.

3. **Effective on the (at the time upcoming payday) April 4, 2025, CSEA members will be required to pay out-of-pocket expenses for health and welfare benefits for the first time in over two decades. This change comes despite the "me too" clause negotiated in good faith, which aimed to allocate a portion of the 2024 COLA for CSEA members to cover the benefits fund. It is important to note that, over the years, we have willingly foregone raises to increase our CAP and proactively safeguard our financial security regarding the benefits fund. This statement is not a complaint, but rather a clarification of the sacrifices made to support long-term stability and the way the district has responded, which is notably NOT in good faith.**

At 3:51pm on Friday, March 28th of 2025 exactly one week before the expected

changes were presented to take place, CSEA members received an email from a district representative that stated, "We hope this message finds you well. We would like to inform you of an important update regarding your out-of-pocket expenses for health and welfare benefits. As you may be aware, CSEA's benefits fund has typically covered these costs. For the 2024-2025 year, the fund began with a balance of \$7,625. Unfortunately, this balance will not be sufficient to cover the full year's expenses."

We'll pause there to say the district is still holding our COLA from July 1, 2024, that

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The email continues to say this,

"While discussions have taken place on how to address this issue, an agreement was not reached before the necessary deductions had to be implemented. As a result, starting with the 9B pay period, you will begin to see deductions for any out-of-pocket expenses related to health and welfare benefits. We appreciate your understanding as we navigate this situation. If you have any questions or concerns, please do not hesitate to reach out.

Best Regards,"

We'll tell you, that "best regards" refers to a friendly, respectful closing for emails and letters that conveys well wishes to the recipient. It is becoming abundantly clear that the district is certainly not wishing us well. The only reason this is coming now is due to the unprecedented amount of time it is taking the district to negotiate with CSEA. The district has CSEA's hard earned money, sitting, waiting, for a closed contract to cover our health and welfare; yet a political ploy to leverage members to fold on binding arbitration language is taking place. The district has mismanaged a fund that was set up to cover health and welfare, bleeding the members dry before its time and then using it against us at the negotiations table.

The district is under the impression we don't see it. 1+1 does = 2 and we are paying attention.

There are a lot of unanswered questions that will require reasoning, breakdown, and full disclosure. The district will need to answer for holding our COLA and charging us at the same time. The district was aware that this "problem" would come to light as of September 2024, payroll 3A, 6 months ago. We know this from an email that was received by a member after questioning their specific payroll deductions considering the news. The district chose to notify CSEA only one week before the changes were to take place. This decision sends a clear and disheartening message to CSEA staff: while the administration engages with us in a cordial, professional, some would say friendly manner, their actions at the negotiation table tell a different story—one that compromises trust and challenges the principles of fairness and transparency. It is deeply concerning to witness expressions of goodwill in daily interactions, only to see them contradicted CSEA livelihood is on the line.

PVC celebrates over 75 years of Excellence. CSEA and the district acknowledge over two decades of a mutually beneficial partnership enhancing the workplace and providing a safe, healthy, happy environment for students to flourish.

The vision statement of PVC reads "Palo Verde College will be known for excellence—educationally, socially, economically and culturally."

The Integrity and Ethics statement reads "Palo Verde College maintains the highest standards of ethics and integrity. The College consistently demands respect, honesty and fairness in its educational programs, professional interactions and community relations."

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The Civic Responsibility statement reads "Palo Verde College supports the continuous development of civic responsibility." – to clarify as this is a vague statement, Civic responsibility encompasses the actions and attitudes of citizens that contribute to a functioning and positive society, including participating in government, respecting laws and rights, and engaging in community activities

For the first time in a long time, CSEA stands in front of you today to ask, **DO WE UPHOLD THESE STATEMENTS?**

CSEA staff give their time, work ethic, hearts and souls to fully support student success in every aspect of the student experience, in exchange for fair pay, and an attractive package of fringe benefits including medical, prescription, dental, vision and life insurance as accorded per CSEA agreement. We respectfully urge the board to recognize that the districts success is built on a well-supported staff. Genuine support goes beyond symbolic gestures- it requires a fair and meaningful contract that ensures financial stability, manageable workloads, and access to essential resources. When employees take on additional responsibilities without proper recognition or face challenges due to inadequate benefits, it impacts both morale and retention. We ask the district to uphold its commitment to valuing staff contributions through concrete actions, and not just words.

In conclusion, the strength and success of this institution are directly linked to the dedication and well-being of its staff. We urge the board to prioritize the well-being of those who tirelessly contribute to student success, recognizing that a fair and meaningful contract is not just an obligation, but an investment in the long-term health of the college. Without this commitment, the foundation of support that sustains both our students and the college itself will begin to erode. We ask that the district demonstrate its integrity through their actions that ensure not only financial security but also sustained ability so that CSEA may perform at the highest level.

Sincerely,

The CSEA Union Members of Palo Verde College