



Palo Verde Community College District
Board of Trustees

Special Meeting/Board Retreat

Saturday, September 27, 2025

Closed Session 8:30 a.m. | Open Session: 12:30 p.m.

Meeting Location: Hyatt Indian Wells, Primrose Boardroom
44-600 Indian Wells Lane, Indian Wells, CA 92210

1. OPENING OF MEETING

1.1 CALL TO ORDER

The meeting was called to order at 8:33 a.m. by Board President Stella Styers.

1.2 ROLL CALL

- **Trustees Present:** Stella Styers, Gloria Cople, Jon McNeil, Angel Ramirez, Glenda Williams, Brad Arneson(arrived at 8:55 a.m.)
- **Administrators Present:** Dr. Bruce Moses, Superintendent/President
- **Absent:** George Thomas, Melina Rangel-Ruiz(Student Trustee)*

**Note: In accordance with California Education Code, the Student Trustee's vote is advisory and does not count toward the final Board action.*

1.3 FLAG SALUTE

The Pledge of Allegiance was recited.

1.4 APPROVAL OF CLOSED SESSION AGENDA

Motion: Approve the Closed Session Agenda for this meeting.

Moved by: Angel Ramirez

Seconded by: Jon McNeil

Action: Motion Carries

Vote:

- **Yes:** Stella Styers, Gloria Copple, Jon McNeil, Angel Ramirez, Glenda Williams
- **Not Present at Vote:** Brad Arneson

2. HEARING OF CITIZENS - CLOSED SESSION AGENDA ITEMS

Public comment on items listed on the Closed Session agenda will be heard prior to the Board adjourning to Closed Session. Each speaker is limited to five (5) minutes, with a maximum of fifteen (15) minutes per topic, unless otherwise determined by the Board President. The Board cannot take action on items not listed on the agenda.

2.1 PUBLIC COMMENT ON CLOSED SESSION ITEMS

Scott Dean, representing himself, addressed the Board and gave the following public comment: “Several months ago, the Board attempted to vote a no confidence vote for Superintendent Moses, and they failed to do so... But there had to be a reason why they tried to in the first place. I know you’re doing evaluations today, and I just want to keep it fresh in your mind that you were trying to release him then... Unless he’s changed dramatically and done what you want him to do—which apparently he hasn’t really been what you wanted him to be to begin with—then you need to keep in mind that he may not be the right person for this College. He might not be the person you thought he was when you hired him. His policies and his political ideology... misleading the College. The College is having financial difficulty. You had to get rid of TRIO, right? The Dean of your education program... she’s getting rid of TRIO. She says she decided that on her own, and Dr. Moses didn’t want to talk about it much in the meeting because he didn’t want to hurt people’s feelings... He even said it’s probably going to go. You need to understand everything that happens here at the College lays squarely on the CEO’s head... Even if he doesn’t like it, that’s the way it is. If I don’t do my job right at work, I’m the one responsible. If my boss doesn’t do his job, then he’s responsible, and if it trails down to me, then we’re both responsible. But you’re in a unique situation where you can hire someone to be in charge of the College... You need to hire somebody who is going to lead the College in the direction that will help it the

most. I don't know Dr. Moses very well, but I know what I've heard. And he once said that when someone talks to you at the Board, he's not listening... He doesn't hear it because we're not talking to him. That's just crazy. That's like a mental illness—he automatically turns off his hearing whenever he doesn't want to hear something.”

Board President Styers asked Mr. Dean to be respectful in his comments when referring to Superintendent/President Dr. Moses. In response, Mr. Dean stated, “I'm just saying it could be some kind of issue that he might need to find out about.”

Mr. Dean continued: “So I want to tell you, make sure you do this the right way—the way that the people need for Blythe. Another thing is, why are you doing this out here? I think it's just another vacation for you guys... There's absolutely nobody from Blythe who probably even knows you're out here right now. You didn't advertise it, you didn't promote it... This is just crazy, coming all the way out here to do this. There's no sunshine here, there's no window for people to see what's going on... and that's a shame.”

Dale Wissman, CSEA Labor Relations Representative – Rancho Cucamonga Field Office, representing CSEA, addressed the Board and gave the following public comment: “I want to speak on his behalf. He can say what he wants, disrespectful or not... Please don't interrupt the speakers when they're speaking. This is a public meeting, and it's occurring 110 miles away.”

Board President Styers responded, “But you still need to be respectful.”

Mr. Wissman replied, “I'm speaking. It doesn't matter what I say, and I can be disrespectful because it's a public meeting. We have First Amendment lawyers that will take this forward because this is a very difficult thing that you guys are doing.”

Mr. Wissman went on to say: “You’re holding an evaluation for a man where students and classified employees would show up in opposition to the direction of the College, but cannot speak because you gotta practically take a helicopter. I live down the street. It was 45 minutes for me to get here because you have to find parking, which costs 14 bucks, you have to take literally a golf cart, and I know this facility pretty well, and I don’t think that’s a reasonable thing to request of your constituents out in Blythe 110 miles east. Now I get you guys need a retreat, totally understand that. Holding an evaluation, or not being able to give public comment regarding a President, just in general, whether you like it or not, I don’t consider it a very good open or transparent practice. And I think the voters will probably remember that in November, because that’s not the right way to go about this. I’ve been a labor rep for 22 years in the desert here, and the only labor rep that Palo Verde College has had that stuck around for more than three years in the 50 years that we’ve been organized out there. I’ve never, ever, in any of my service areas—I used to have 12 to 14 chapters back in the day—that has ever had a contract expire for 18, 19 months. We’ve been in contract negotiations for 18 months. Our contract’s been expired for almost 15 months. 15 months without a contract. Classified employees are facing \$300 a month out of pocket coming in about 30 days. That’s for their health care. They haven’t received a raise. They certainly aren’t getting the equivalent deal of what the faculty’s getting. Their throwing good money after bad with faculty, a lot of one-time money, because faculty is in a very difficult healthcare pool that needs to change out. And we recognize that. That the District is going to need some flexibility with faculty this time probably in order to switch their health care over, and that’s one of the reasons we’ve been patient. Because it used to be in the past, the same faculty deal and the classified deal could be the same, because the health care, more or less, worked the same. But we’re in the California Value Trust pool...I believe if you’re getting health care, if the administration’s getting health care, it’s because we brought that plan in, and I personally brought that plan into Blythe. It’s the only large provider that’s actually able to provide those 100% PPOs. That was a four-year, almost five-year battle to be able to kinda break that monopoly of Riverside...which the faculty’s

still in. So there's some real problems with faculty health care that are impacting us, and I think you guys gotta buy your way out of that problem and get them into a different pool. In the meantime, the amount of money you're putting towards faculty far exceeds the amount of money you're providing for us. And our people are paying out of pocket for the first time ever...and that's a big change for them, because they've always had kind of first...to protect that health care. Now, we provided you guys a proposal. I think we're going to get to a deal. But I think it's also important to understand that nine months of that negotiations were wasted on a proposal the District made to eliminate binding arbitration for grievances. There is no district that we know of anywhere in the Rancho Cucamonga field office, that's our field office that serves portions of L.A. County, San Diego County, all over San Bernardino—ever, or even wants to have, advisory arbitration for grievances, because it simply kicks it away from a more easy, lower-level grievance process always to the Public Employment Relations Board, because there's no situation where anybody's going to file anything to allow the Board to make a decision on whether the contract's been violated. We're just going in front of the judge at that point. Thankfully, after nine months, the District, with no explanation, dropped that proposal, allowing the negotiations to continue. But we're now 18 months in the negotiations room and 15 months without a contract. Which is unprecedented, not just at Palo Verde College, but anywhere in what we call our Region 10, consisting of almost 20 districts. So we'd like to get a contract. We'd like to see more openness and transparency. And this is real shocking for most of us, because, as you know, Palo Verde College has had lots of problems, but it has also been an absolute state leader in how you guys are doing your online trainings, right? And you're teaching and assistance with the college as well as statewide... and now we're seeing a loss of grants, chaos, not only amongst your management..."

Alice Dean, representing CSEA and herself, addressed the Board and gave the following public comment: “Good morning, Trustees, President, staff, and community members.” (After looking around the room, Ms. Dean

remarked, “One community member.”)

Ms. Dean then continued by reading the following prepared statement: “Thank you for allowing me the opportunity to speak today regarding the President's evaluation. First, let me begin with the issue of people first. At an All Staff meeting, we were told that the college's guided focus is people first. Yet as of today, our CSEA union has been without a contract for almost 14 months. This is not putting people first. It divides employees, undermines morale and contradicts the mission and values this college asks all of us to uphold. Second, let me address the Board's self-evaluation process. The framework allows Trustees to review and compile their own performance goals, but there is no mention of public or employee input. You were elected by the community. The public deserves a voice in evaluating the Superintendent/President. So I ask, what steps has the board taken to include the voices of the people you represent? Third, the Code of Ethics. It states that Trustees are responsible to all citizens of the District, not just the most influential. Meeting here in Indian Wells outside what most people understand to be our college district does not reflect equal responsibility to Blythe and the surrounding communities. Code of Ethics #6 warns against outside pressure or personal benefit. Code #8 requires holding the CEO accountable for the operation of the District. Right now, accountability is not evident, and some board members appear to think that they have some personal profit or benefit. Fourth, the President establishes goals and objectives. These are listed on the Palo Verde College's website, under 24-27 goals and objectives page. Under Goal #2 – Organizational Excellence, Objective 2.4 calls for seeking grants and external funding. Objective 2.5 calls for promoting a culture of high performance and continuous improvement. Yet we are losing significant HSI grants such as Project Aloe and CRECER. This is not organizational excellence. Under Goal #4 – Employee and Board engagement, Objective 4.3 promises a redesigned onboarding process. Objective 4.5 calls for fostering civility, collegiality, transparency and professionalism, but onboarding is inconsistent. As CSEA president, I often do not know when employees start. Transparency is lacking. Staff learn about departmental

moves and program changes through rumor instead of clear communication. Meetings with the President have been canceled, forgotten, or are complete, openly hostile. This is not civility or professionalism or people first mentality. Under Goal #1 – Advanced Student Success, the objectives include Guided Pathways Course Success and Equity. Yet Puente and Umoja programs, critical for equity and student achievement, are not being properly supported. This undermines the goal of advancing student success. Finally, the bigger picture, the Code of Ethics says Trustees should serve in a spirit of teamwork and devotion to public education, but today, the environment feels divided, secretive and dismissive of staff voices. When the President tells employees, ‘I don't know what's going on about internal operations,’ that is a red flag, and the board must hold him accountable. In conclusion, leadership at Palo Verde College must do better. Putting people first means honoring employees with a fair contract. Advancing student success means fully supporting equity programs. Fostering professionalism means transparency, civility and respect in all interactions. The solutions are clear, honor what we have asked for, and close the CSEA contract. Communicate transparently–let us know the status of the movement of the departments. Support equity programs–share the status of the Umoja program committee and hold all leadership accountable. Our students, staff and community deserve leadership that truly lives this mission.”

3. RECESS TO CLOSED SESSION

The Governing Board recessed to Closed Session at 8:47 a.m.

3.1 PUBLIC EMPLOYEE PERFORMANCE EVALUATION; PURSUANT TO GOV. CODE 54957(B)

BACKGROUND INFORMATION:

Title: Superintendent/President

The Board recessed for lunch at 11:50 a.m.

4. RECONVENE TO OPEN SESSION

The Governing Board reconvened to Open Session at 12:32 p.m.

4.1 REPORT ON ANY ACTION TAKEN IN CLOSED SESSION
Board President Styers announced that no action was taken in Closed Session.

4.2 APPROVAL OF OPEN SESSION AGENDA

Motion: Approve the Open Session Agenda for this meeting.

Moved by: Brad Arneson

Seconded by: Angel Ramirez

Action: Motion Carries

Vote:

- **Yes:** Stella Styers, Gloria Copple, Jon McNeil, Angel Ramirez, Brad Arneson, Glenda Williams

4.3 ANNOUNCEMENT OF RECUSAL FROM AGENDA ITEMS

BACKGROUND INFORMATION:

The Superintendent/President respectfully asks if any of the Governing Board members need to recuse themselves from any item where there might be a potential conflict of interest.

No recusals were declared.

5. BOARD RETREAT

5.1 BOARD SELF-EVALUATION AND GOAL SETTING

BACKGROUND INFORMATION:

Facilitator: Dr. Francisco Rodriguez

[BP 2745 - Board Self-Evaluation.pdf](#) 

[Board Goals - 2024-2025.pdf](#) 

Dr. Francisco Rodriguez facilitated the discussion and guided the review of the Board's Self-Evaluation survey results, along with the Trustees' 2024–25 Board Goals.

Minutes Attachment A: [2024-25 Board Self Evaluation Results.pdf](#) 

The Governing Board recessed for a brief stretch break at 2:10 p.m. and reconvened to Open Session at 2:15 p.m.

6. CLOSING OF MEETING

6.1 POSSIBLE FUTURE AGENDA ITEMS

- **Board Goals:** Board President Styers requested a discussion item be placed on a future agenda to discuss the Board Goals.
- **Streaming of Board Meetings:** Trustee McNeil requested that a discussion item be placed on a future agenda regarding the streaming of Board meetings.
- **City of Needles Resolution 2025-8 Investigation Findings Report:** Trustee McNeil requested that an agenda item be placed on a future agenda to make public the findings report of the investigation into City of Needles Resolution 2025-8. (Board President Styers will consult with the District’s legal counsel regarding this request.)

6.2 ADJOURN

The meeting adjourned at 2:46 p.m.

Bruce Moses

Dr. Bruce Moses,
Superintendent/President

Minutes approved at November 18, 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.

Minutes Attachments:

Attachment A – Board of Trustees Self-Evaluation 2024-25 (see Agenda Item 5.1)



Book	Board Policies
Section	Chapter 2 Board Bylaws
Title	Board Self-Evaluation
Code	BP 2745
Status	Active
Legal	ACCJC Accreditation Standard IV.C.10
Last Revised	March 8, 2022
Last Reviewed	March 8, 2022

BOARD BYLAWS

PALO VERDE COMMUNITY COLLEGE DISTRICT BOARD POLICY 2745

Board Self-Evaluation

Reference: Accreditation Standard IV.C.10

The Board is committed to assessing its own performance as a Board in order to identify its strengths and areas in which it may improve its functioning. To that end, the Board has established the following processes:

June:

The Board receives copies of the Board Performance Goals and the evaluation instrument for the review period.

July:

Board members individually complete and submit their Self-Evaluation to the Superintendent/President for compilation.

August:

A compiled Self-Evaluation is reviewed and discussed by the Board to identify any changes.

Board reviews and revises, if necessary, Performance Goals for the ensuing year.

September:

The Board Self-Evaluation and Performance Goals are approved through Board action.

(Formerly a part of PVC Board Policy 7010)

01/14/06 Board First Read
01/24/06 Board Second Read and Approval
06/25/13 Board First Reading (Revision)
08/13/13 Board Second Reading and Approval
06/02/20 College Council Review
06/09/20 Board First Read
08/11/20 Board Second Read and Approval
02/01/22 College Council Review
02/08/22 Board First Read
03/08/22 Board Second Read and Approval



PALO VERDE COMMUNITY COLLEGE DISTRICT BOARD OF TRUSTEES

2024-2025 Board Goals

THE GOVERNING BOARD GOALS DEFINE HOW THE TRUSTEES WILL ADD VALUE TO THE DISTRICT THROUGH THEIR GOVERNANCE. FOCUSING ON THE MISSION, QUALITY, OUTCOMES, AND IMPROVEMENT, THE BOARD DEMONSTRATES ITS POLICY AND MISSION-DIRECTED LEADERSHIP ROLE AND RESPONSIBILITY FOR INSTITUTIONAL EFFECTIVENESS AND STUDENT SUCCESS IN COMPLIANCE WITH ACCREDITATION STANDARDS.

GOAL 1 – TRUSTEE ANGEL RAMIREZ (1 YEAR)

By June 30, 2024, the Board of Trustees will approve hiring a new Superintendent/President. By May 31, 2024, the Board of Trustees will develop and approve an onboarding process for the next Superintendent/President. Trustees will assume responsibility for a “meet and greet” tour for the next Superintendent/President throughout the district, including the opportunity to meet with local and regional public officials and private community, business, and industry leaders.

The Board will schedule an onboarding session with the new Superintendent/President within 45 days of arrival to discuss working relationships, mutual communication expectations, and CEO goals for the first six and 12 months of tenure.

GOAL 2 – TRUSTEE BRAD ARNESON (1-2 YEAR)

With the recent hiring of a new Assistant Superintendent/Vice President of Instruction and Student Services and a new Superintendent/President by June 30, 2024, the Trustees reaffirm their commitment to return the college to a period of stability, improved campus climate, and a culture respectful of shared governance in the best interests of students, faculty, staff and the community.

GOAL 3 – TRUSTEE GLENDA WILLIAMS (1 YEAR)

Recognizing the closure that Chuckawalla Valley State Prison will have on college operations, the Board requests staff develop a report that explores the impact of the prison closure on the district.



PALO VERDE COMMUNITY COLLEGE DISTRICT BOARD OF TRUSTEES

2024-2025 Board Goals

THE GOVERNING BOARD GOALS DEFINE HOW THE TRUSTEES WILL ADD VALUE TO THE DISTRICT THROUGH THEIR GOVERNANCE. FOCUSING ON THE MISSION, QUALITY, OUTCOMES, AND IMPROVEMENT, THE BOARD DEMONSTRATES ITS POLICY AND MISSION-DIRECTED LEADERSHIP ROLE AND RESPONSIBILITY FOR INSTITUTIONAL EFFECTIVENESS AND STUDENT SUCCESS IN COMPLIANCE WITH ACCREDITATION STANDARDS.

GOAL 4 – TRUSTEE JON MCNEIL (1-2 YEAR)

The Board will support staff activities to create a five-to-ten-year Strategic Educational Master Plan. This Plan will guide college short-range and long-range planning and budgeting and inform the district on how to align its academic and Career and Technical Education programs including delivery modalities, student support services, and funding. The Plan will also inform the level and support of transfer-level courses and programs, Adult Education, workforce training, and community-wide economic development.

GOAL 5 – TRUSTEE STELLA STYERS (1-2 YEAR)

Support staff efforts to develop a Community Engagement Plan focused on business and industry, workforce training, and the economic development needs of the local and regional communities served.

GOAL 6 – TRUSTEE GLORIA COPPLE (1 YEAR)

To establish and improve community and public support for Palo Verde College and its initiatives, the Board will support the hiring of a government relations, community relations, and public information professional.

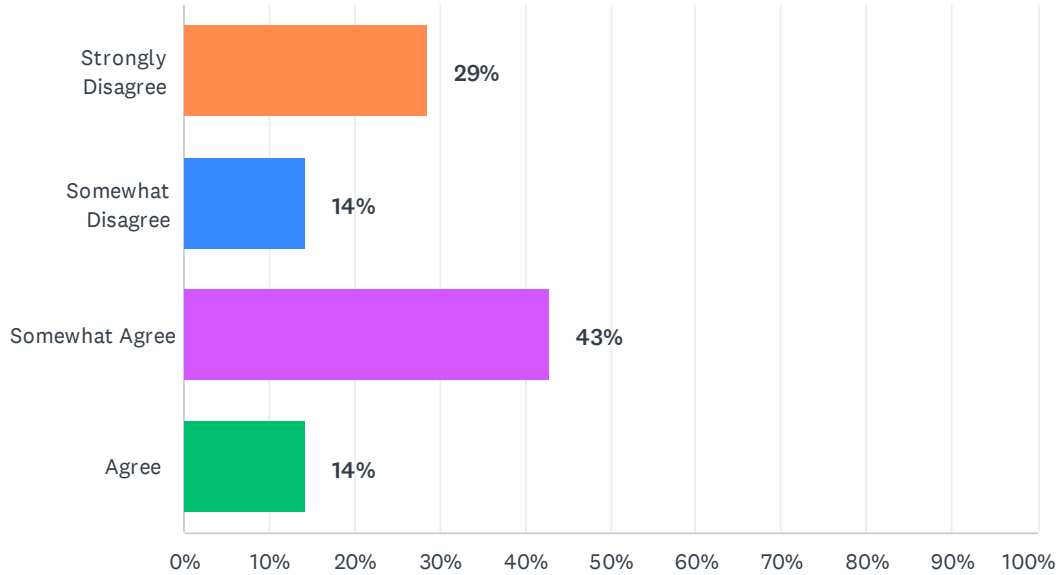
GOAL 7 – TRUSTEE DR. GEORGE THOMAS (1-3 YEAR)

To respond to the local crisis associated with the lack of healthcare professionals in the college service areas, the district will support Allied Health legislation with an emphasis on increasing the number of medical professionals in rural areas of the state.

Q1 Board Organization

The Board upholds a code of ethics and conflict of interest policy, and Board members adhere to the code.

Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly Disagree	29% 2
Somewhat Disagree	14% 1
Somewhat Agree	43% 3
Agree	14% 1
TOTAL	7

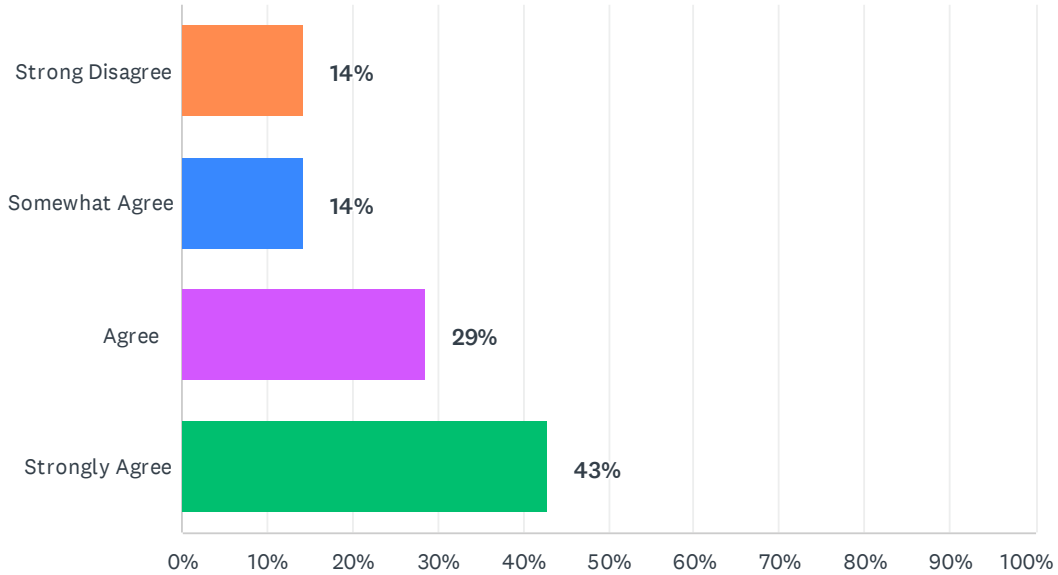
#	COMMENT	DATE
1	Board members do not go to the campus to see what is happening and they do not try to understand the finances that drive ed program.	7/31/2025 9:12 PM
2	Our board has members who serve thier own agenda. Attempts have been made by these members to sway other board members to adhere to their personal agenda. A particular board member participates in other meetings to provide false information in an attempt to undermine the college, its administration and this board.	7/30/2025 5:08 PM
3	Sometimes members go outside the Board meetings and discuss issues that should only be discussed inside the Board meetings.	7/29/2025 3:15 PM
4	We have board members who do not understand board policies, they potentially put themselves at risk with violating the code of ethics and conflict of interest. It is not ok to have conversations with Unions and to have conversations with staff members to sway their opinion in a way that creates a conflict of interest and code of ethics against the district. Furthermore to have conversations with the Community that is negative to the district. These conversations have their own platform for turning negative comments to positive communications.	7/23/2025 1:25 PM
5	The majority of board members uphold the code of ethics and policies. Unfortunately there are two board members who do not follow the code of ethics and policies at times.	7/22/2025 8:52 AM

Board of Trustees Self-Evaluation 2024-25

6	there was an incident where the Ceo wanted to investigate a board member and did not follow the code of ethics	7/21/2025 2:42 PM
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Q2 Board members request timely and adequate information on the issues they are to make decisions about.

Answered: 7 Skipped: 0

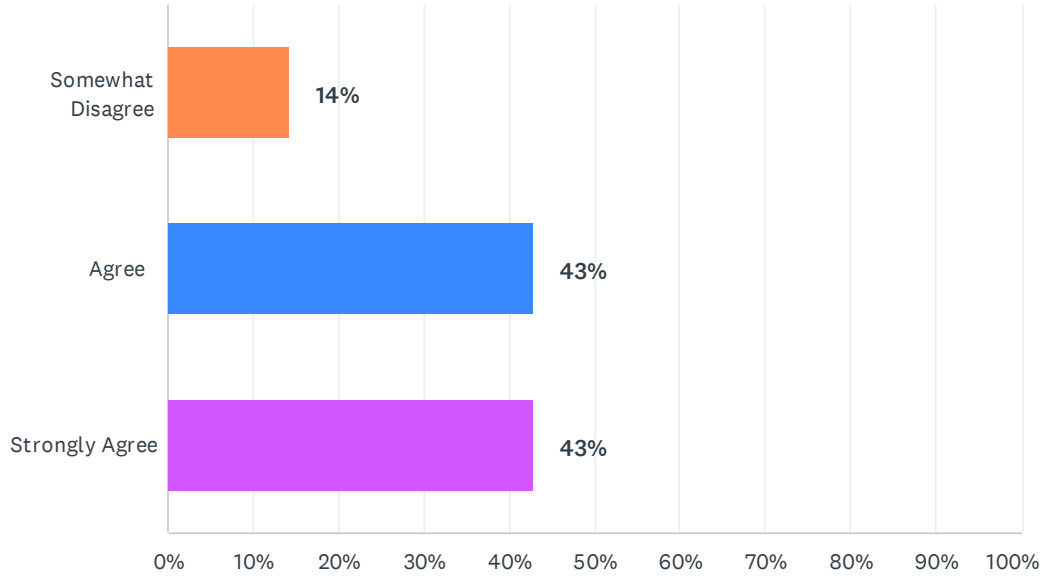


ANSWER CHOICES	RESPONSES
Strong Disagree	14% 1
Somewhat Agree	14% 1
Agree	29% 2
Strongly Agree	43% 3
TOTAL	7

#	COMMENT	DATE
1	Board members do not request information on important items. They rely on the Super/Pres.	7/31/2025 9:12 PM
2	All board members know they can reach out to the Board Chair or the CEO with any items that we have to make decisions on.	7/23/2025 1:25 PM
3	items are placed on the agenda and we are to read the agenda individually and if we have a question we are to ask the CEO	7/21/2025 2:42 PM

Q3 Board meetings are conducted in an orderly, efficient manner that allows for open and adequate discussion so that the purposes of the Board are effectively achieved.

Answered: 7 Skipped: 0

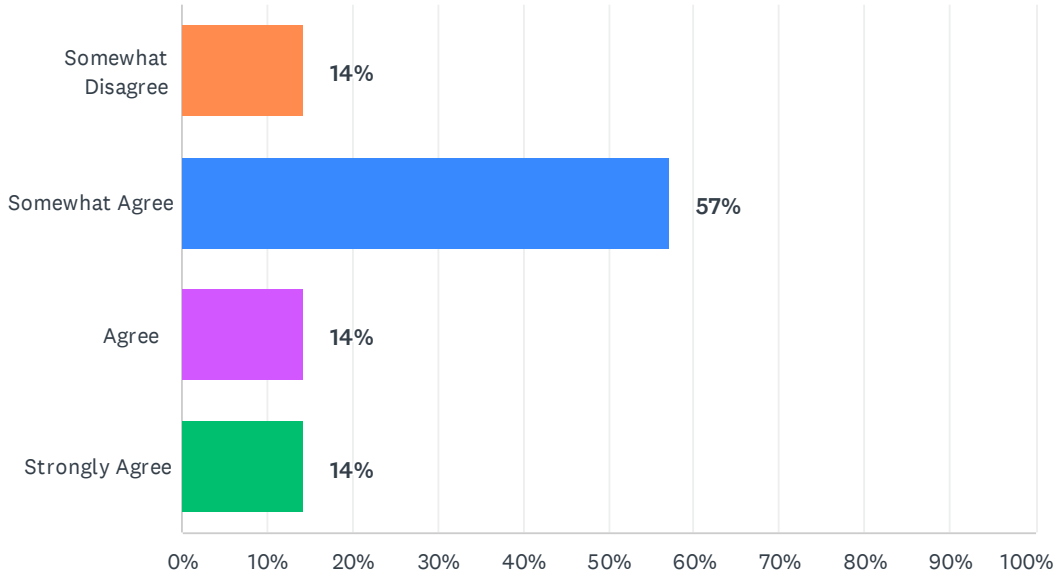


ANSWER CHOICES	RESPONSES
Somewhat Disagree	14% 1
Agree	43% 3
Strongly Agree	43% 3
TOTAL	7

#	COMMENT	DATE
1	There is an opportunity for board member to discuss issues. Board members bypass this opportunity.	7/31/2025 9:12 PM

Q4 Board members understand they have no legal authority outside Board meetings, and they understand that Board policy is the primary voice of the Board.

Answered: 7 Skipped: 0

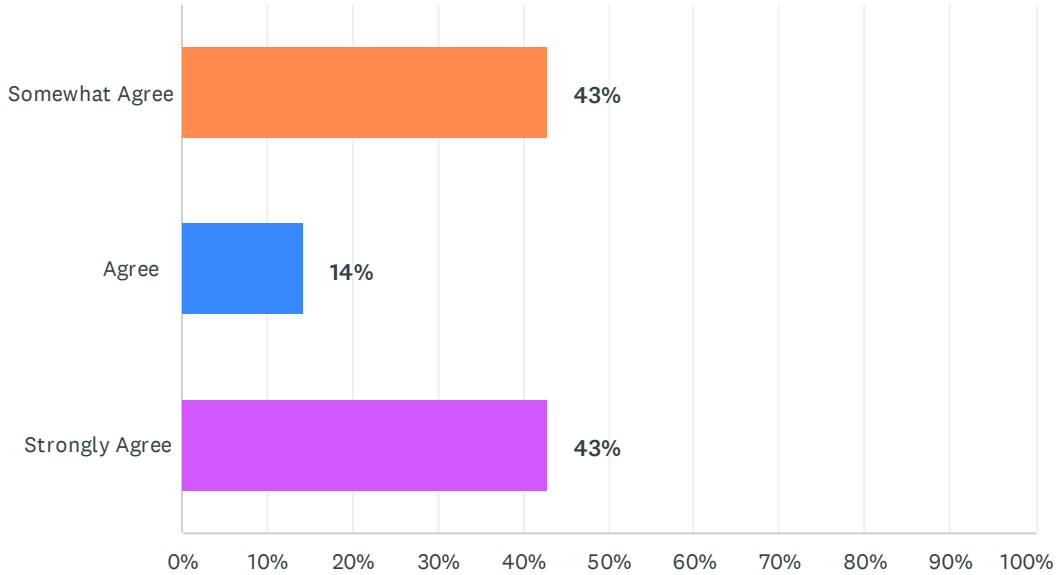


ANSWER CHOICES	RESPONSES
Somewhat Disagree	14% 1
Somewhat Agree	57% 4
Agree	14% 1
Strongly Agree	14% 1
TOTAL	7

#	COMMENT	DATE
1	Most of the board realizes this concept and work within the framework of the policy. Two board member's action's display a dismissal of this understanding and have attempted to influence others to sway thier opinons to undermine the board's decisions and authority.	7/30/2025 5:08 PM
2	Sometimes some members still go outside the meetings and discuss issues which were previously discussed by the Board.	7/29/2025 3:15 PM
3	Refer to Comment #1	7/23/2025 1:25 PM
4	The majority of board members understand this. We have two board members who don't follow this at all times.	7/22/2025 8:52 AM
5	the second part of the question i dont agree ceo does whatever is to their convenience on board policcy	7/21/2025 2:42 PM

Q5 The Board acts as a unit and once a decision is made, Board members cease debate and uphold the decision of the Board.

Answered: 7 Skipped: 0



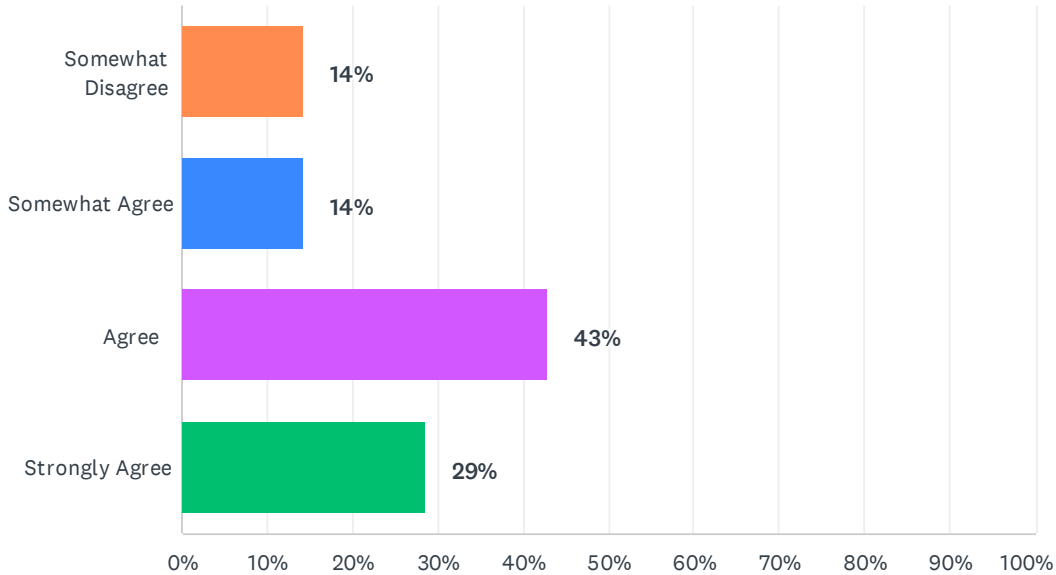
ANSWER CHOICES	RESPONSES
Somewhat Agree	43% 3
Agree	14% 1
Strongly Agree	43% 3
TOTAL	7

#	COMMENT	DATE
1	I make it a point to fall in line with the other board members in public.	7/31/2025 9:12 PM
2	The debate should cease once a decision is made, however one board member in particular by providing false informaton to outside agencies has sought to work against the board with a personal agenda that has not been agreed upon by the board.	7/30/2025 5:08 PM
3	Doesn't always happen that way.	7/29/2025 3:15 PM

Q6 Policy Role & Direction

The Board understands its primary function is to establish policy by which the District is to be administered and has clarified the difference between its policy role and the roles of the Superintendent/President and staff.

Answered: 7 Skipped: 0

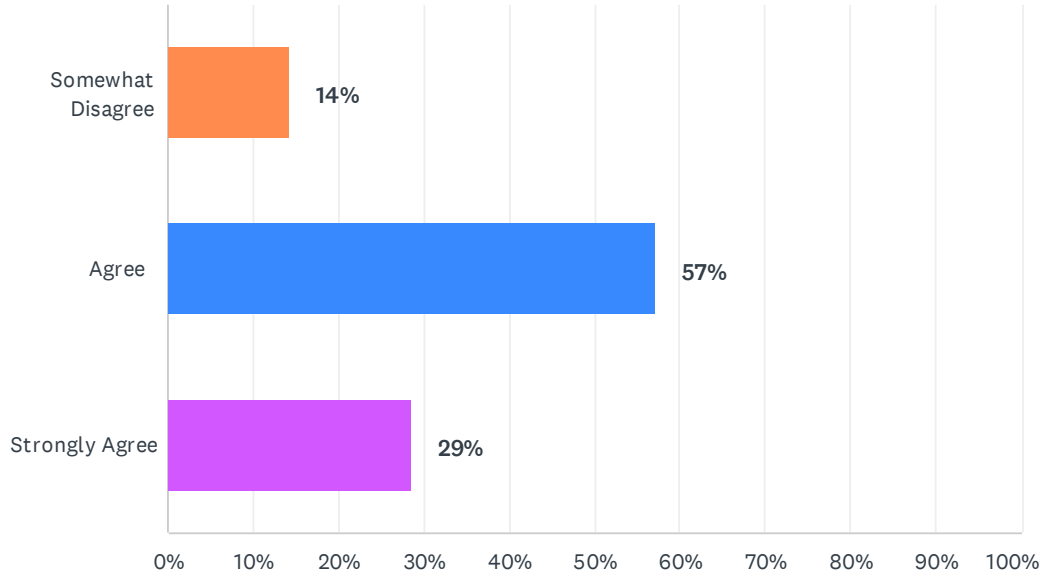


ANSWER CHOICES	RESPONSES
Somewhat Disagree	14% 1
Somewhat Agree	14% 1
Agree	43% 3
Strongly Agree	29% 2
TOTAL	7

#	COMMENT	DATE
1	The board agrees that this is how it should be, however I do not see the board stepping up to use policy to improve the college.	7/31/2025 9:12 PM
2	I don't recall the board being involved in establishing policy after it's set they bring it to us board members to approve	7/21/2025 2:42 PM

Q7 The Board, through the Superintendent/President, seeks advice and recommendations from faculty, staff, and students in developing policy.

Answered: 7 Skipped: 0

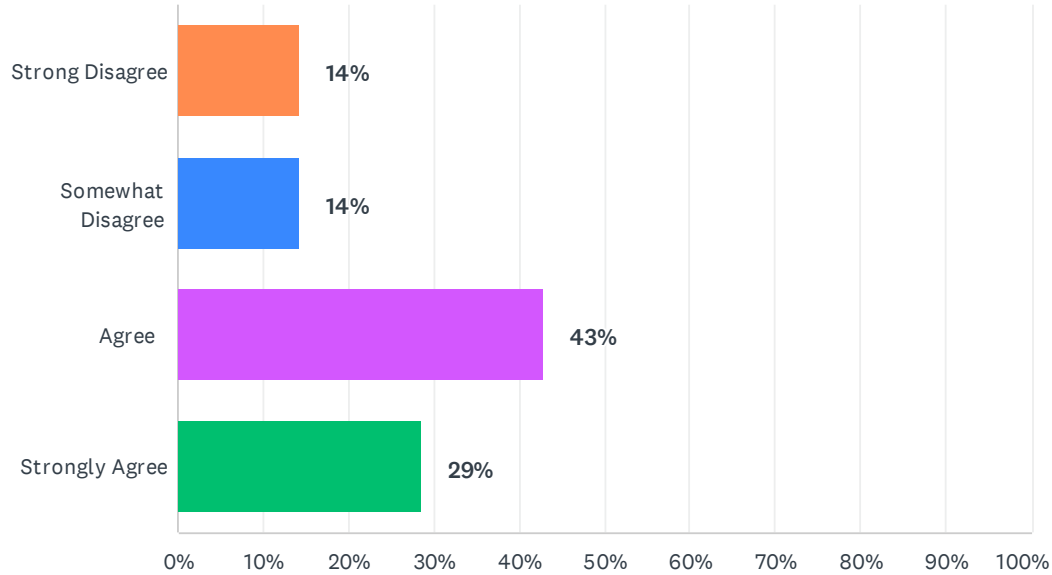


ANSWER CHOICES	RESPONSES
Somewhat Disagree	14% 1
Agree	57% 4
Strongly Agree	29% 2
TOTAL	7

#	COMMENT	DATE
1	We accept the policy as it is presented to us. We understand that the policy has gone through a procedure before it comes to us.	7/31/2025 9:12 PM

Q8 The Board is knowledgeable about the mission and purposes of the institution and ensures that the mission and goals of the institution are sufficiently responsive to current and future community needs.

Answered: 7 Skipped: 0

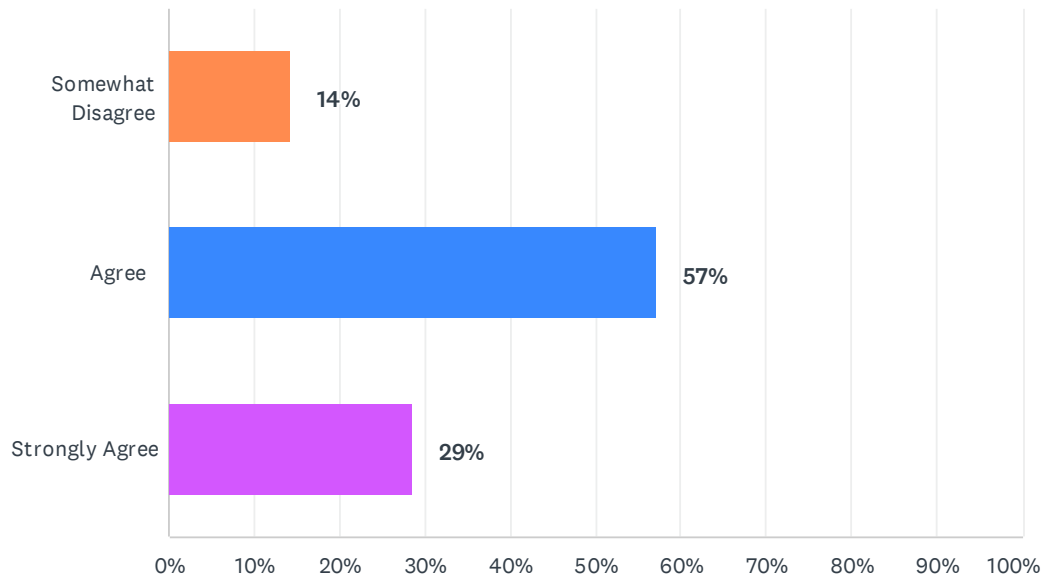


ANSWER CHOICES	RESPONSES
Strong Disagree	14% 1
Somewhat Disagree	14% 1
Agree	43% 3
Strongly Agree	29% 2
TOTAL	7

#	COMMENT	DATE
1	I do not think that the board has a deep understanding of our mission or goals. I believe that these things are on paper and not the guiding elements of our instituon	7/31/2025 9:12 PM
2	Most of the board is knowlegeable and aware of the mission and future goals. There are rogue members that are working on their own agenda.	7/30/2025 5:08 PM

Q9 The Board’s policy-making process is clear, public, and inclusive.

Answered: 7 Skipped: 0

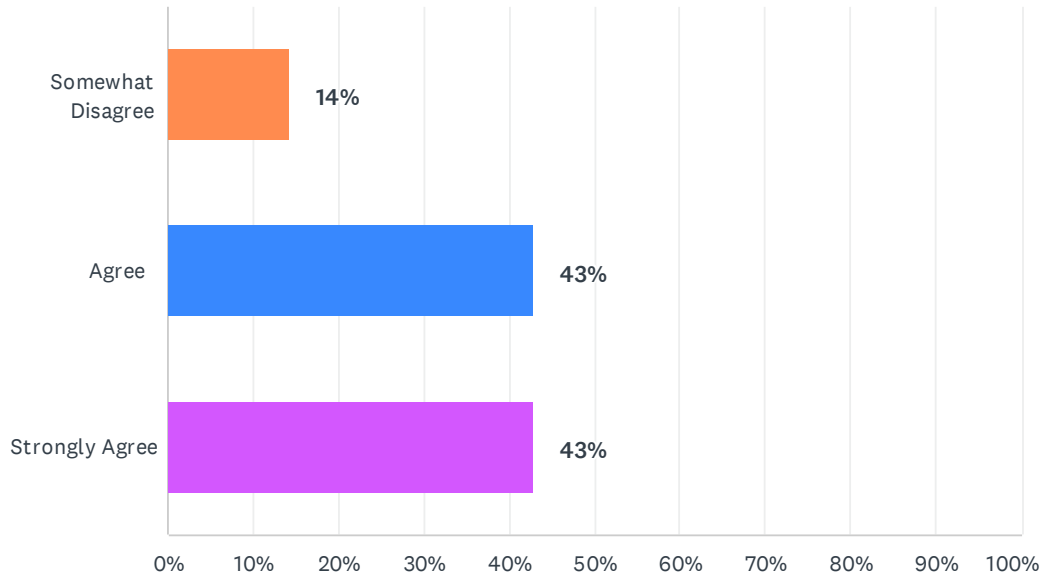


ANSWER CHOICES	RESPONSES	
Somewhat Disagree	14%	1
Agree	57%	4
Strongly Agree	29%	2
TOTAL		7

#	COMMENT	DATE
	There are no responses.	

Q10 The Board periodically reviews and evaluates its policies and bylaws.

Answered: 7 Skipped: 0

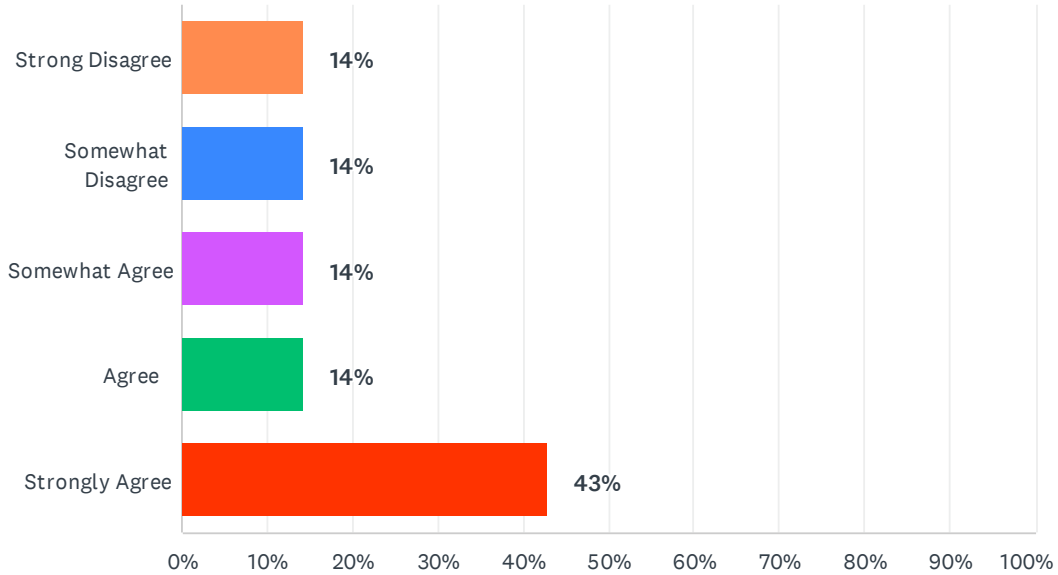


ANSWER CHOICES	RESPONSES	
Somewhat Disagree	14%	1
Agree	43%	3
Strongly Agree	43%	3
TOTAL		7

#	COMMENT	DATE
	There are no responses.	

Q11 Educational Program & Student Success The Board is knowledgeable about the educational programs and services of the District.

Answered: 7 Skipped: 0

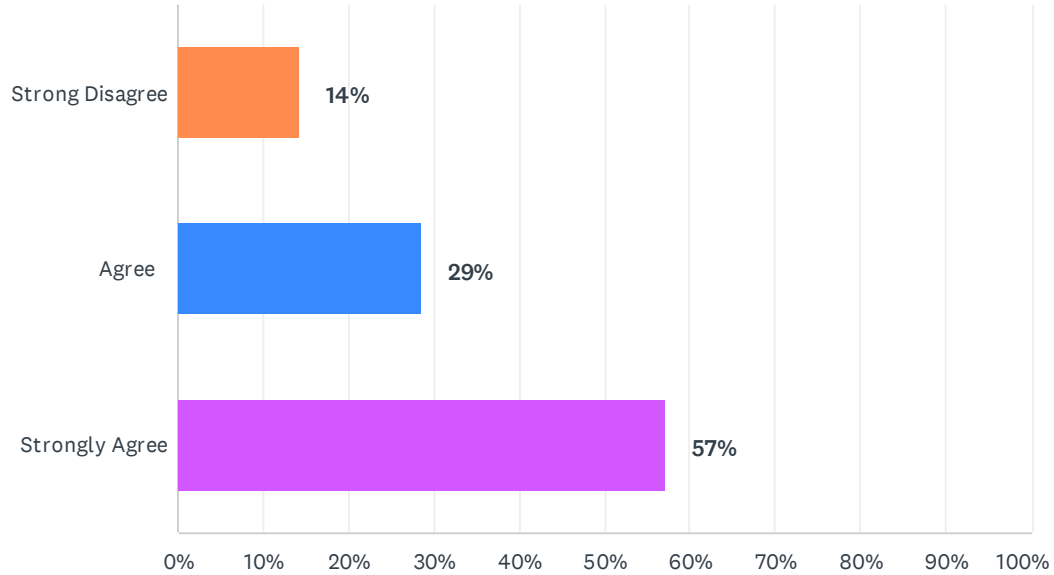


ANSWER CHOICES	RESPONSES
Strong Disagree	14% 1
Somewhat Disagree	14% 1
Somewhat Agree	14% 1
Agree	14% 1
Strongly Agree	43% 3
TOTAL	7

#	COMMENT	DATE
1	I do not believe that the board has an understanding of the impact that our program has on our communities.	7/31/2025 9:12 PM
2	Programs are presented to the Board on a regular basis.	7/30/2025 5:08 PM

Q12 The Board regularly evaluates the effectiveness of the educational program and uses the results to inform policy and practice.

Answered: 7 Skipped: 0

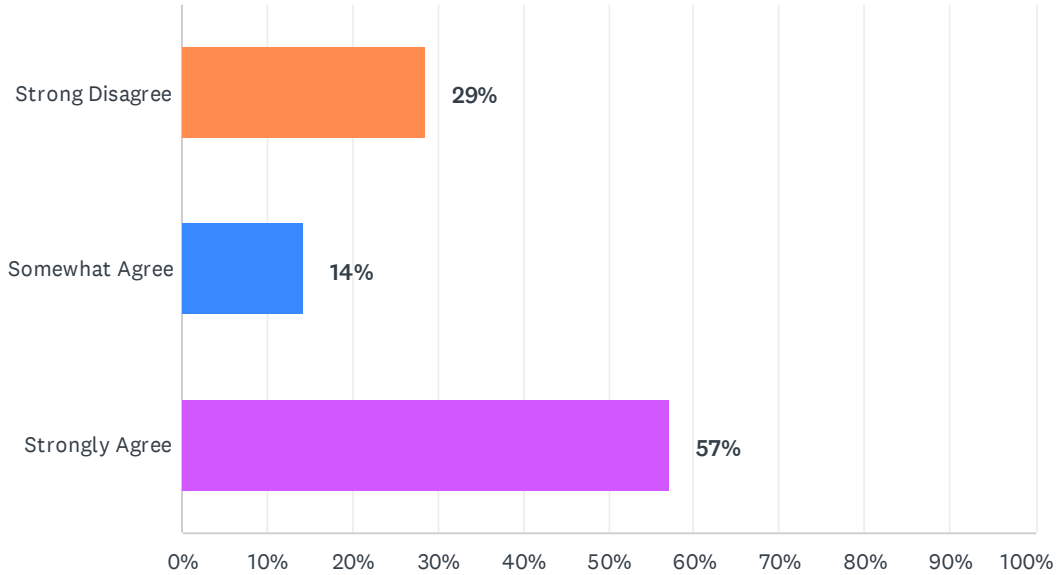


ANSWER CHOICES	RESPONSES
Strong Disagree	14% 1
Agree	29% 2
Strongly Agree	57% 4
TOTAL	7

#	COMMENT	DATE
1	We receive evaluations of all programs regularly. The administation determines what will happen to the various programs.	7/31/2025 9:12 PM

Q13 Decisions about budget allocations are based on evidence of program effectiveness and linked to plans to increase rates of student success.

Answered: 7 Skipped: 0

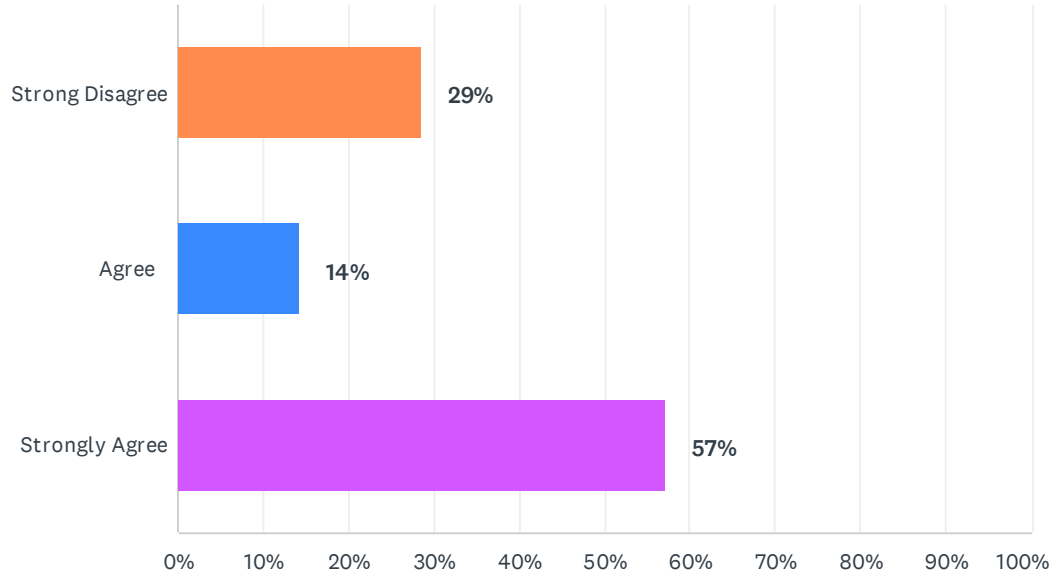


ANSWER CHOICES	RESPONSES
Strongly Disagree	29% 2
Somewhat Agree	14% 1
Strongly Agree	57% 4
TOTAL	7

#	COMMENT	DATE
1	This has been a big problem in our college for a long time.	7/31/2025 9:12 PM
2	Yes.	7/30/2025 5:08 PM
3	The board does not get involved in this	7/21/2025 2:42 PM

Q14 The Board has established a strategic planning process that relies on data to set goals for student success and to measure goal attainment.

Answered: 7 Skipped: 0

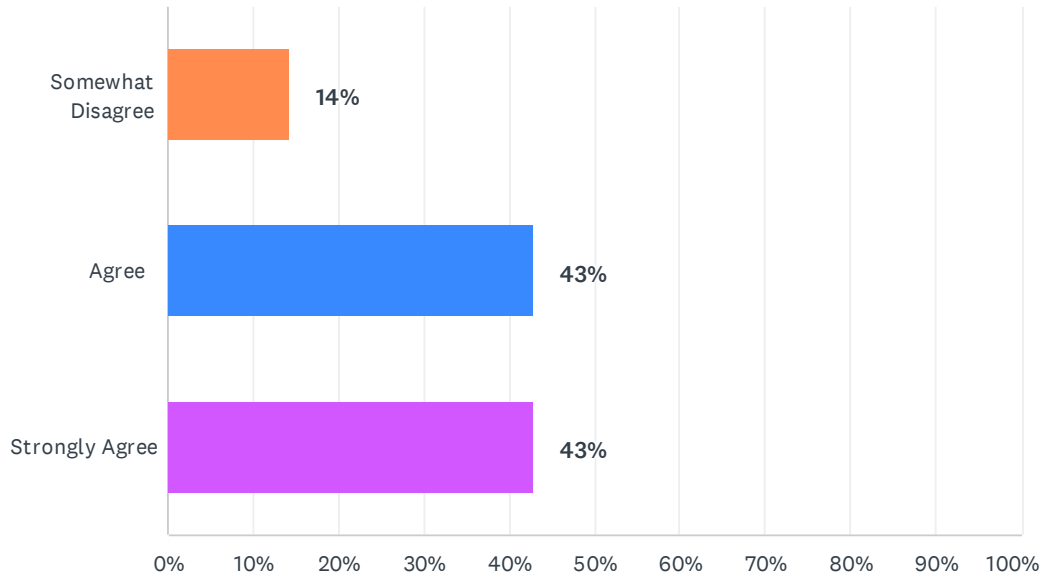


ANSWER CHOICES	RESPONSES
Strong Disagree	29% 2
Agree	14% 1
Strongly Agree	57% 4
TOTAL	7

#	COMMENT	DATE
1	Our latest strategic plan has no goals and no form of measurement. In the plan it states that there may be some guidelines and some measurable goals brought forward in the fall.	7/31/2025 9:12 PM
2	Programs that promote student success or work toward the college mission receive priority	7/30/2025 5:08 PM
3	The administration does this board does not get involved	7/21/2025 2:42 PM

Q15 The Board demonstrates a concern for the success of all students.

Answered: 7 Skipped: 0

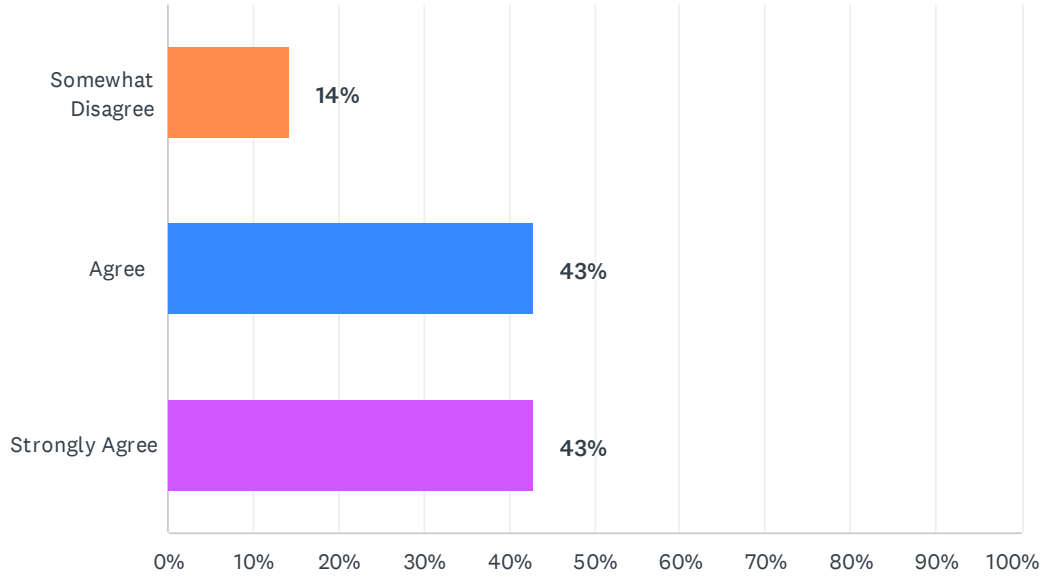


ANSWER CHOICES	RESPONSES
Somewhat Disagree	14% 1
Agree	43% 3
Strongly Agree	43% 3
TOTAL	7

#	COMMENT	DATE
1	The board shows concern for students, however they do not give direction nor do they act on giving students support.	7/31/2025 9:12 PM
2	just a couple of board members show interest while others don't seem to care	7/21/2025 2:42 PM

Q16 Superintendent/President Relations The Board clearly delegates the administration of the District to the Superintendent/President and supports the operational decisions and actions of the Superintendent/President.

Answered: 7 Skipped: 0

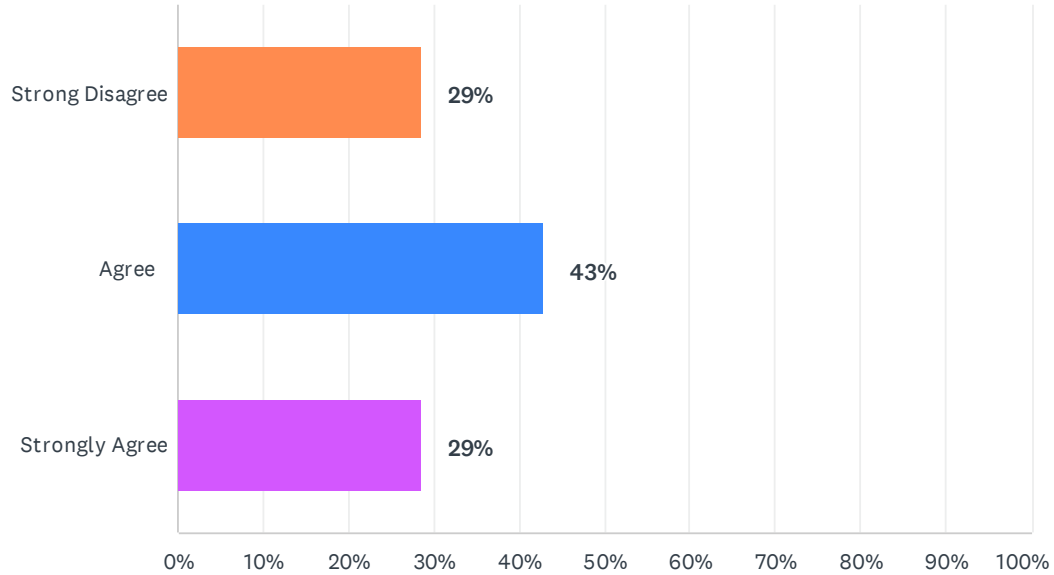


ANSWER CHOICES	RESPONSES
Somewhat Disagree	14% 1
Agree	43% 3
Strongly Agree	43% 3
TOTAL	7

#	COMMENT	DATE
1	The board is supportive of the President and Administration with the exception of one or two rogue board members working on their own agenda.	7/30/2025 5:08 PM

Q17 Board members respect the role of the Superintendent/President as the link between the Board and staff.

Answered: 7 Skipped: 0

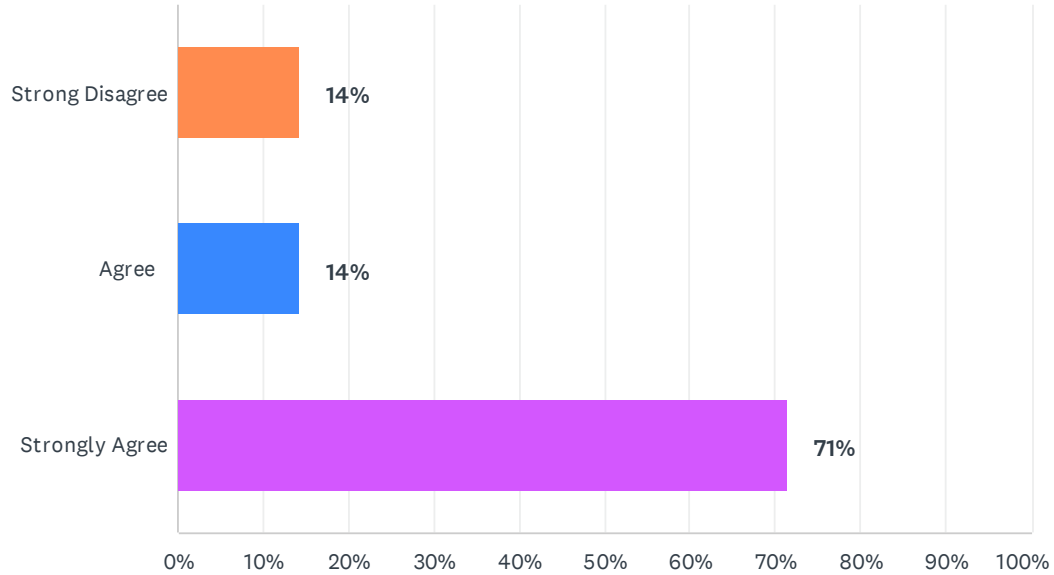


ANSWER CHOICES	RESPONSES
Strong Disagree	29% 2
Agree	43% 3
Strongly Agree	29% 2
TOTAL	7

#	COMMENT	DATE
1	I have great concerns about the connection between the Sup/Pres and the staff	7/31/2025 9:12 PM
2	We have two board members that question S/P even when he is doing an amazing job.	7/22/2025 8:52 AM

Q18 The Board encourages and supports the professional growth of the Superintendent/President.

Answered: 7 Skipped: 0

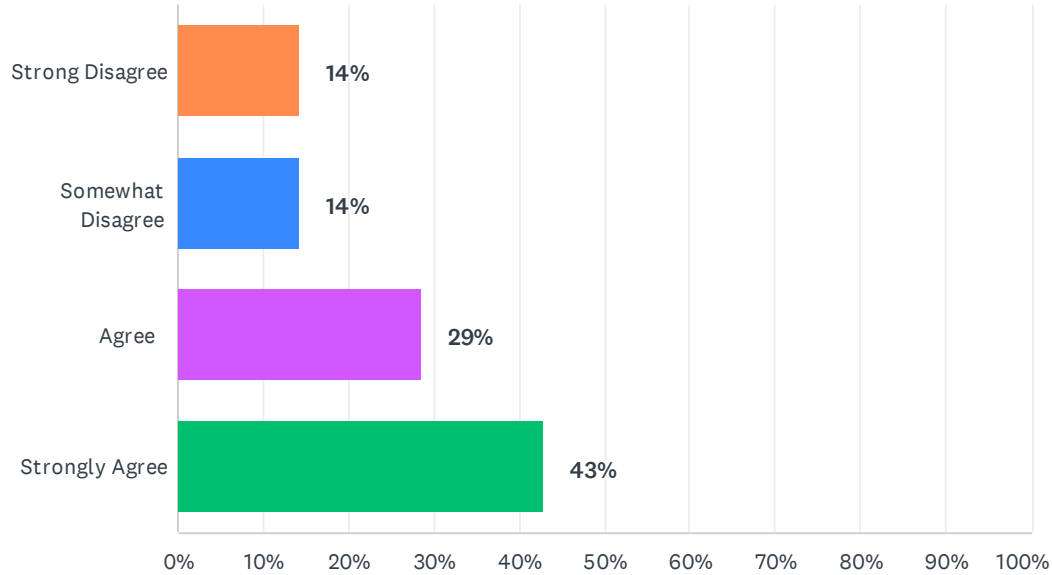


ANSWER CHOICES	RESPONSES
Strong Disagree	14% 1
Agree	14% 1
Strongly Agree	71% 5
TOTAL	7

#	COMMENT	DATE
1	The Sup/Pres seems to travel frequently to conference, however there is no notification to board members when he travels. There is little followup on what he did at the conferences.	7/31/2025 9:12 PM
2	The Ceo does what he wants to do i dont see him as a leader	7/21/2025 2:42 PM

Q19 The Board evaluates the performance of Superintendent/President annually and sets the Superintendent/President's goals for the upcoming year.

Answered: 7 Skipped: 0

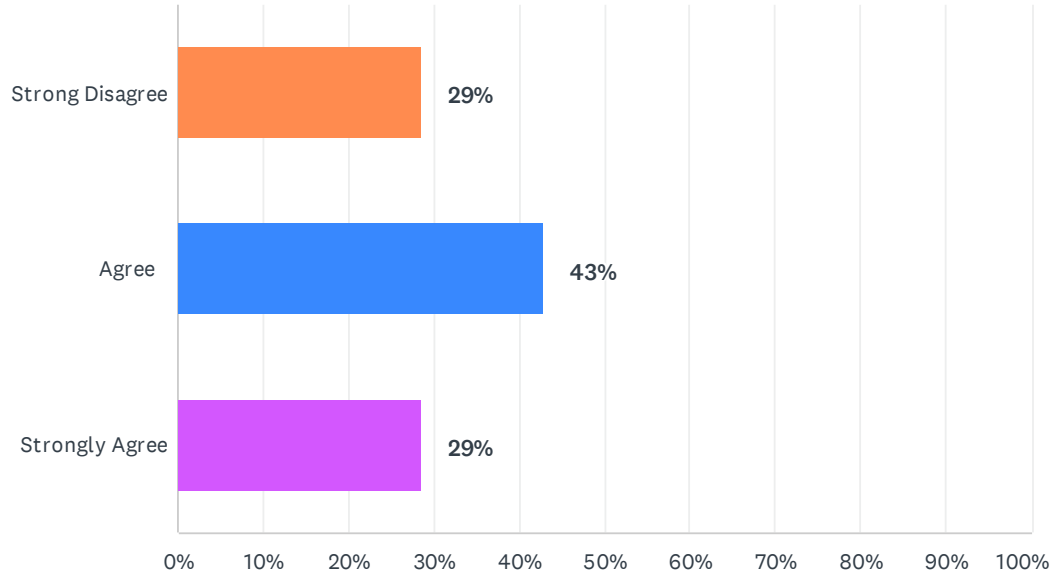


ANSWER CHOICES	RESPONSES
Strong Disagree	14% 1
Somewhat Disagree	14% 1
Agree	29% 2
Strongly Agree	43% 3
TOTAL	7

#	COMMENT	DATE
1	We have yet to evaluate the Sup/Pres. He was going to give us an update in December and then in January. We never got a formal evaluation, we got a list of his performance goals for the future.	7/31/2025 9:12 PM

Q20 The Board and the Superintendent/President have a positive, cooperative relationship.

Answered: 7 Skipped: 0



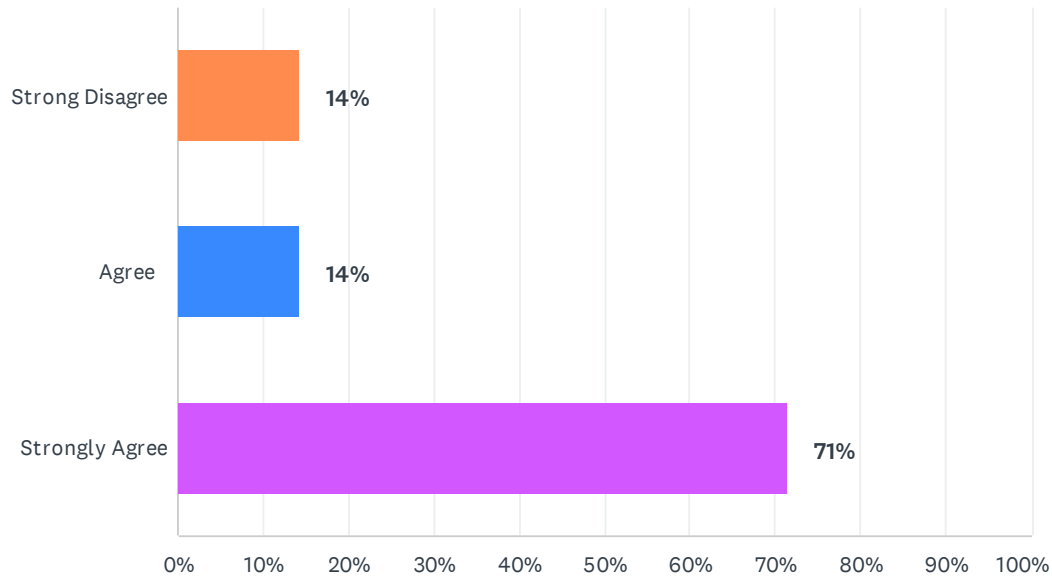
ANSWER CHOICES	RESPONSES
Strong Disagree	29% 2
Agree	43% 3
Strongly Agree	29% 2
TOTAL	7

#	COMMENT	DATE
1	He has yelled at me on two occasions and sends negative messages during the board meetings by turning away from me, sneering and hunching over his computer whenever I talk. I have mad a motion that the board should not support him and it was voted down.	7/31/2025 9:12 PM
2	With the exception of one or two rogue members.	7/30/2025 5:08 PM
3	Some do, some don't. Not all relationships are the same.	7/27/2025 9:30 AM
4	Again there are two board members who don't like the president and aren't very cooperative. Everyone else has a positive and cooperative relationship with him.	7/22/2025 8:52 AM
5	I feel he holds grudges and doesn't accept criticism	7/21/2025 2:42 PM

Q21 Employee Relations

The Board has policies that require fair and equitable treatment of all employees and has established clear parameters for collective bargaining with employee groups.

Answered: 7 Skipped: 0

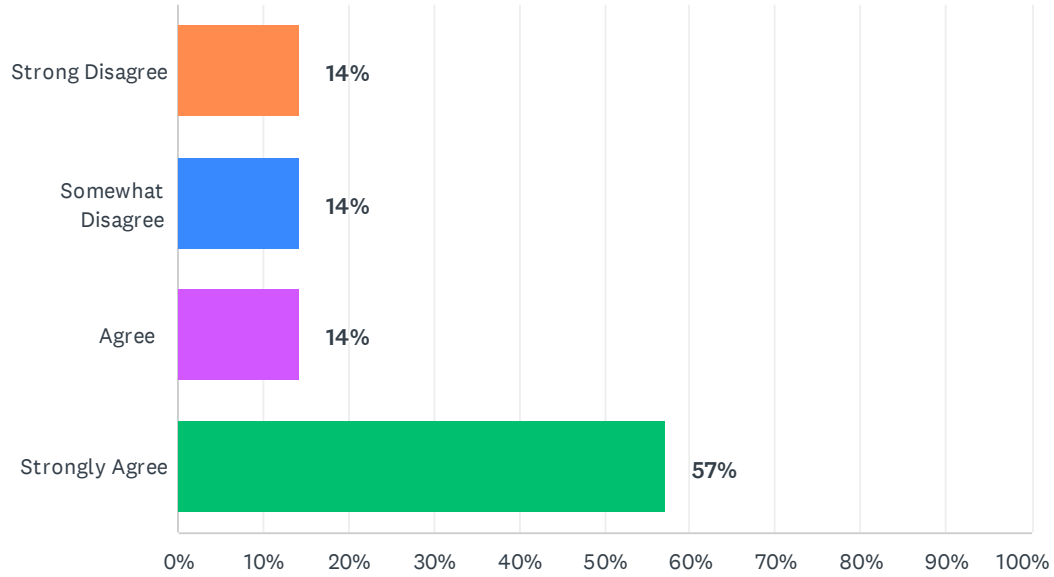


ANSWER CHOICES	RESPONSES
Strong Disagree	14% 1
Agree	14% 1
Strongly Agree	71% 5
TOTAL	7

#	COMMENT	DATE
1	The board does not back this up. The COEA came to a board meeting and was not allowed to talk to the board. It is supposed to be the board that is responsible for the contract. We hire the staff to do our negotiations, however we need to be open and transparent with our community and our employees.	7/31/2025 9:12 PM

Q22 The Board is sensitive to the concerns of employees while maintaining impartiality and adherence to its policy role vis-à-vis the administrative role of the Superintendent/President.

Answered: 7 Skipped: 0

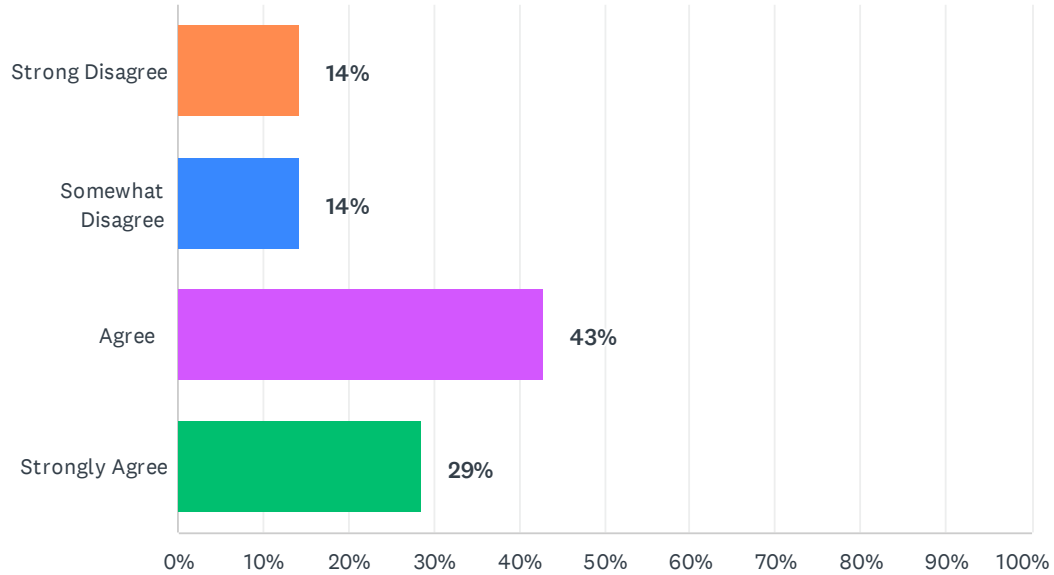


ANSWER CHOICES	RESPONSES
Strong Disagree	14% 1
Somewhat Disagree	14% 1
Agree	14% 1
Strongly Agree	57% 4
TOTAL	7

#	COMMENT	DATE
1	We refused to allow COEA to speak to the board.	7/31/2025 9:12 PM

Q23 By its actions, the Board sets a positive example for the President and other employees.

Answered: 7 Skipped: 0

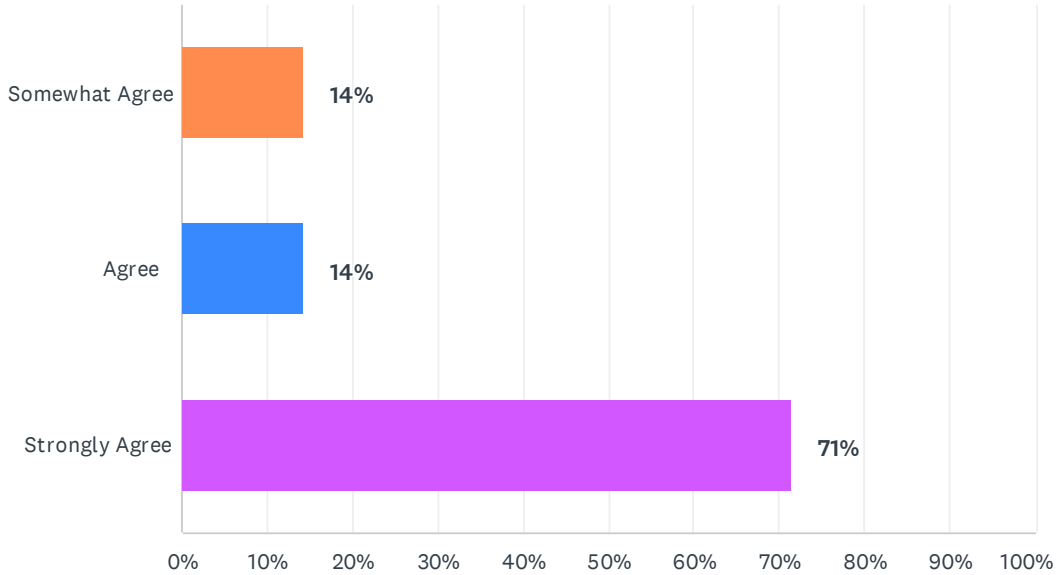


ANSWER CHOICES	RESPONSES
Strong Disagree	14% 1
Somewhat Disagree	14% 1
Agree	43% 3
Strongly Agree	29% 2
TOTAL	7

#	COMMENT	DATE
1	The board supports the Sup/Pres. I think that a unified board is important for the college.	7/31/2025 9:12 PM
2	We have rogue board members who attempt to govern the college. This has led to conflict that has been displayed at open meetings. Other than that the majority of the board through their conduct lead by example.	7/30/2025 5:08 PM

Q24 The Board shows support for staff achievements by recognizing them during meetings and attending award celebrations.

Answered: 7 Skipped: 0

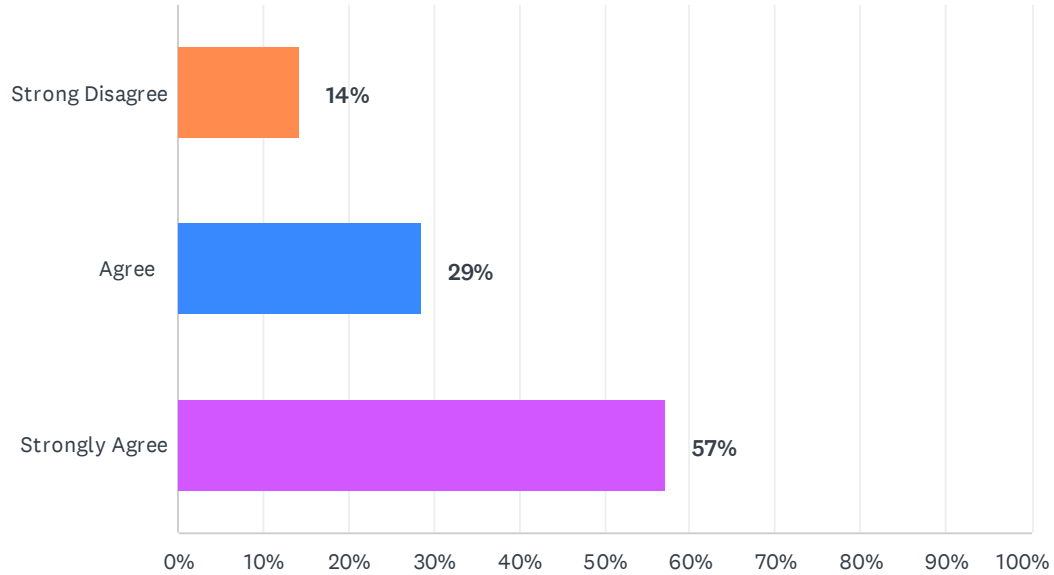


ANSWER CHOICES	RESPONSES
Somewhat Agree	14% 1
Agree	14% 1
Strongly Agree	71% 5
TOTAL	7

#	COMMENT	DATE
	There are no responses.	

Q25 The Board supports professional development and effective evaluation for all employees.

Answered: 7 Skipped: 0

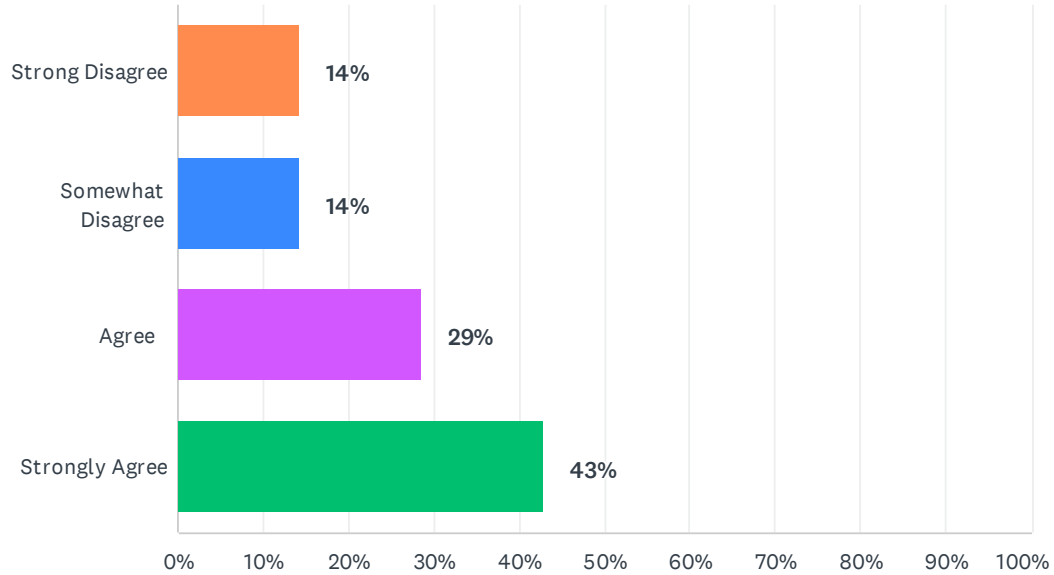


ANSWER CHOICES	RESPONSES
Strong Disagree	14% 1
Agree	29% 2
Strongly Agree	57% 4
TOTAL	7

#	COMMENT	DATE
	There are no responses.	

Q26 Community Relations Board members are knowledgeable about community and regional needs and expectations.

Answered: 7 Skipped: 0

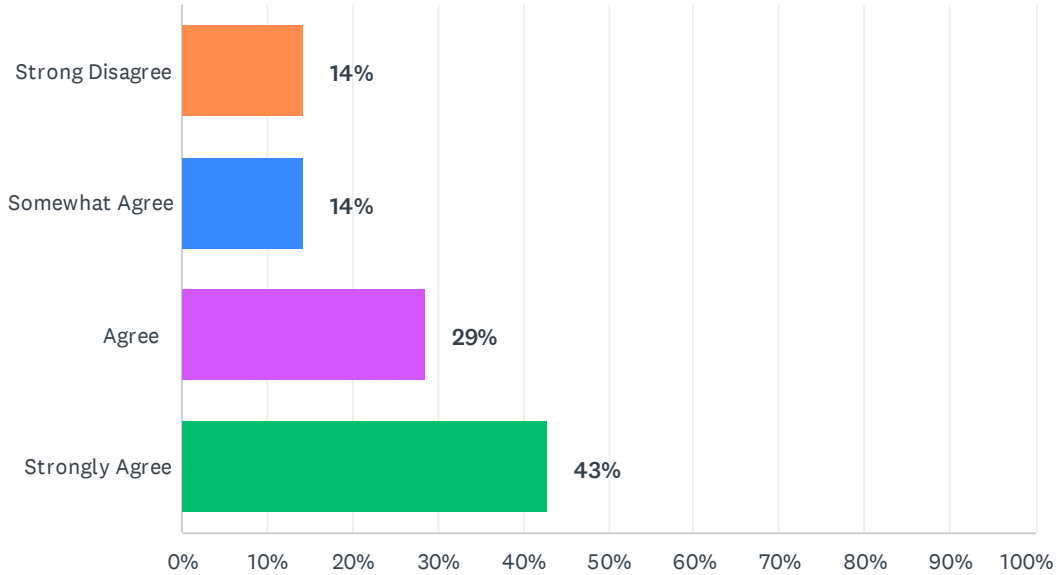


ANSWER CHOICES	RESPONSES
Strong Disagree	14% 1
Somewhat Disagree	14% 1
Agree	29% 2
Strongly Agree	43% 3
TOTAL	7

#	COMMENT	DATE
1	I believe that the board is out of touch with community needs. We should bet the driving force with economic development within our communities and we are not.	7/31/2025 9:12 PM

Q27 Board members help to educate the local community about community college needs and issues.

Answered: 7 Skipped: 0

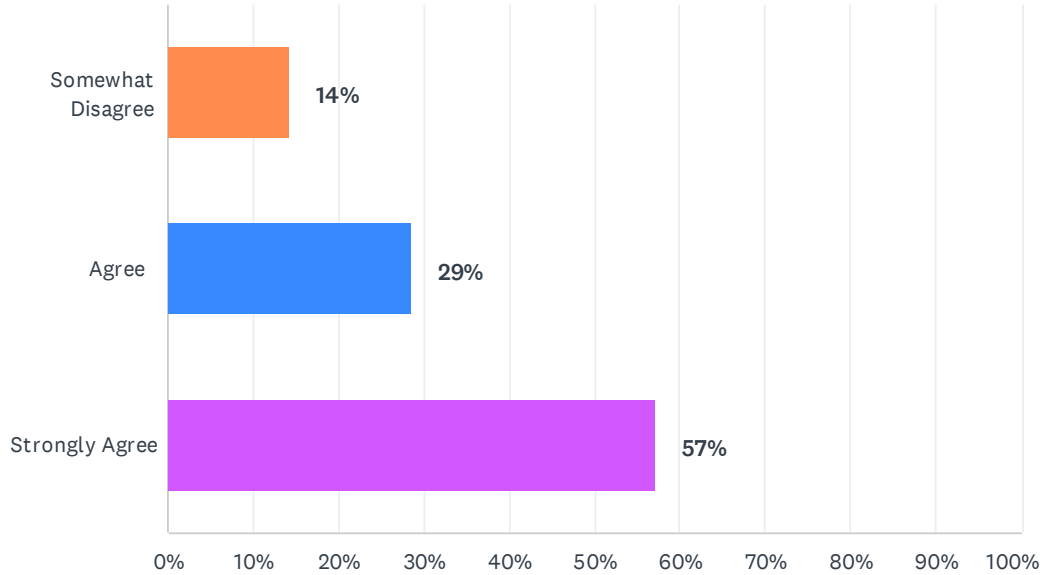


ANSWER CHOICES	RESPONSES
Strong Disagree	14% 1
Somewhat Agree	14% 1
Agree	29% 2
Strongly Agree	43% 3
TOTAL	7

#	COMMENT	DATE
1	I know that I do this as part of my job as a board member. It is unclear if other board member do this with their communities.	7/31/2025 9:12 PM

Q28 The Board holds Board meetings in both Trustee areas, Blythe and Needles, each academic year.

Answered: 7 Skipped: 0

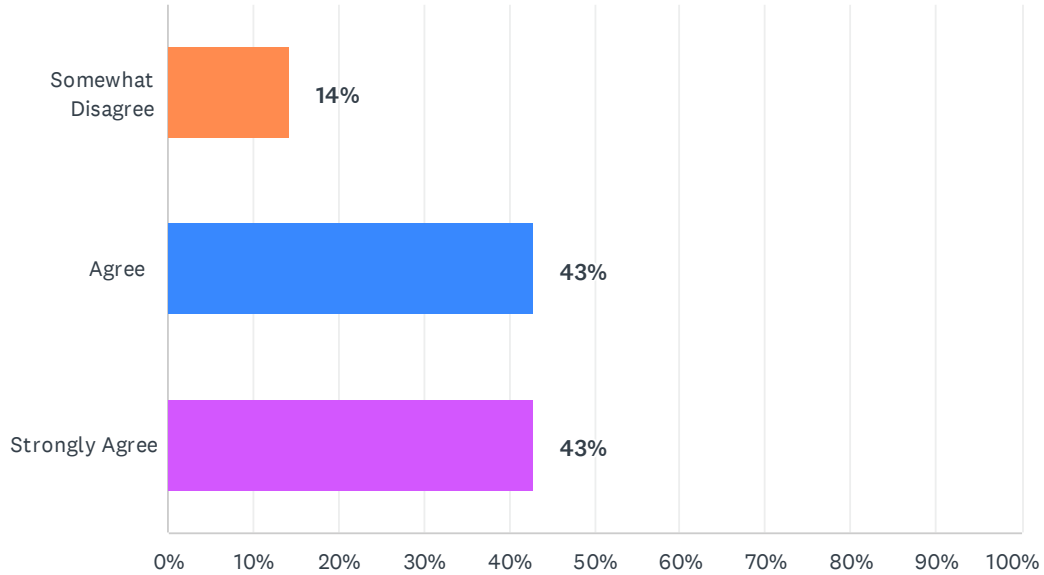


ANSWER CHOICES	RESPONSES
Somewhat Disagree	14% 1
Agree	29% 2
Strongly Agree	57% 4
TOTAL	7

#	COMMENT	DATE
1	we have 2 trustee areas and one of the trustee areas only holds the meetings twice a year	7/21/2025 2:42 PM

Q29 Board members participate in community activities as representatives of the college.

Answered: 7 Skipped: 0

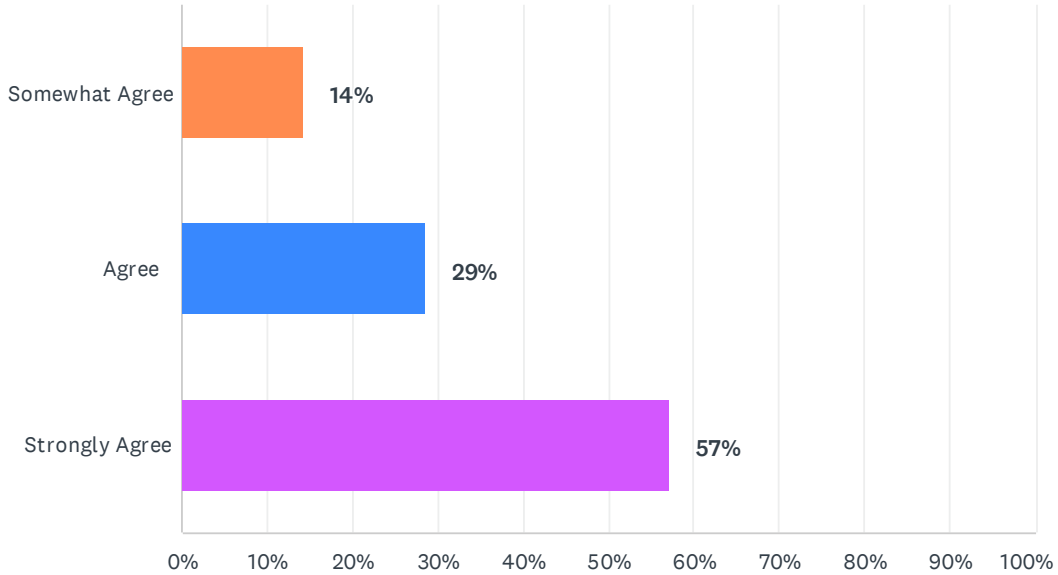


ANSWER CHOICES	RESPONSES
Somewhat Disagree	14% 1
Agree	43% 3
Strongly Agree	43% 3
TOTAL	7

#	COMMENT	DATE
1	I make it a point to be involved in my community and to report about the college.	7/31/2025 9:12 PM
2	not all board members participate	7/21/2025 2:42 PM

Q30 The Board actively supports the District’s Foundation and fundraising efforts.

Answered: 7 Skipped: 0



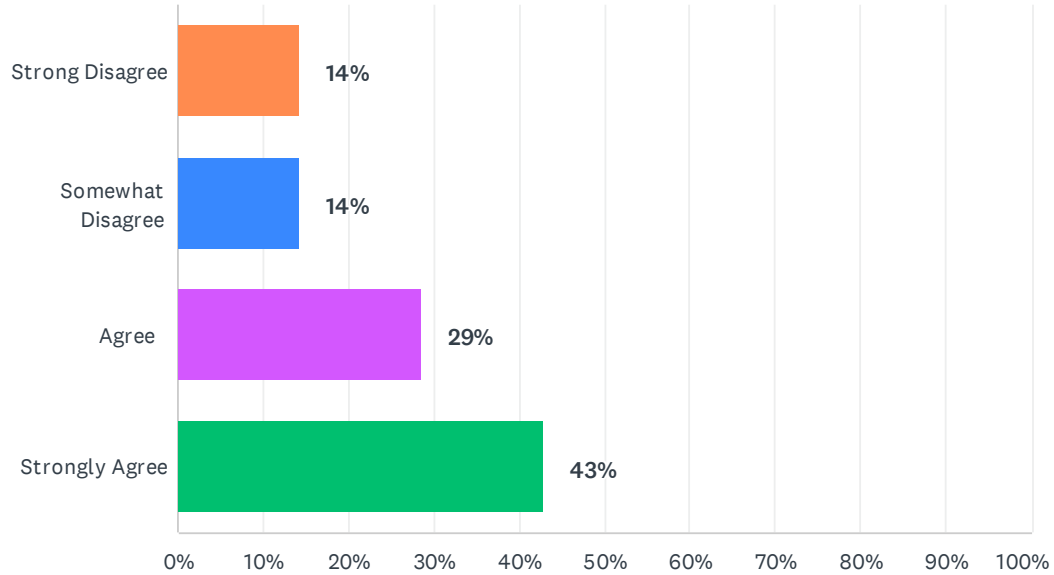
ANSWER CHOICES	RESPONSES
Somewhat Agree	14% 1
Agree	29% 2
Strongly Agree	57% 4
TOTAL	7

#	COMMENT	DATE
1	I am the only board member that is on the Foundation Board.	7/31/2025 9:12 PM
2	not all board members attend	7/21/2025 2:42 PM

Q31 College Operations

The Board understands the fiscal condition of the organization and ensures that the budget reflects the priorities outlined in the institution’s mission and goals.

Answered: 7 Skipped: 0

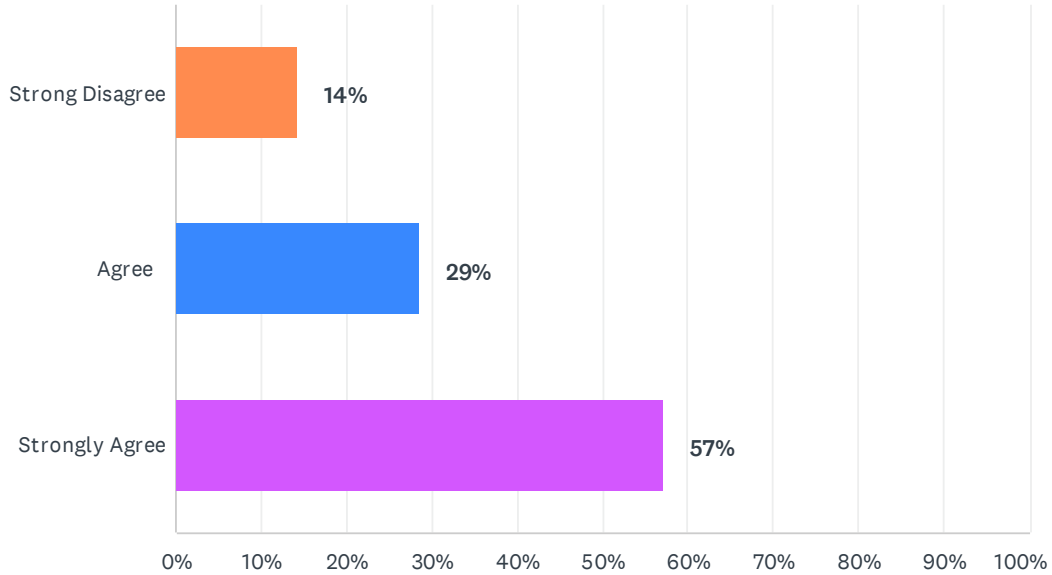


ANSWER CHOICES	RESPONSES
Strong Disagree	14% 1
Somewhat Disagree	14% 1
Agree	29% 2
Strongly Agree	43% 3
TOTAL	7

#	COMMENT	DATE
1	The board understands the information that is presented to them by the administration. I argue that it is incorrect information.	7/31/2025 9:12 PM
2	Yes	7/30/2025 5:08 PM

Q32 The Board regularly reviews institutional performance in all areas of the District’s programs, services, and operations.

Answered: 7 Skipped: 0

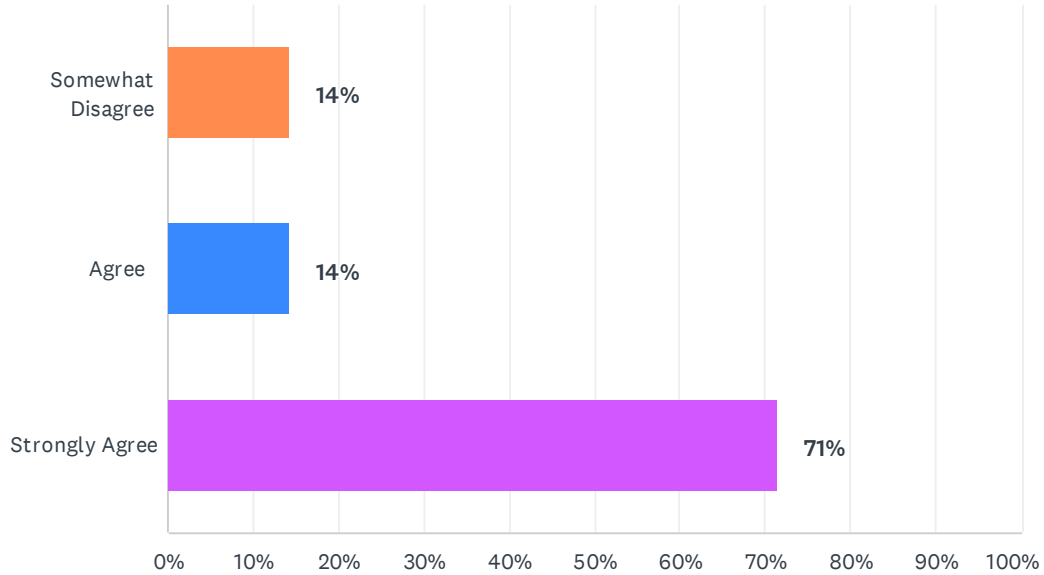


ANSWER CHOICES	RESPONSES
Strong Disagree	14% 1
Agree	29% 2
Strongly Agree	57% 4
TOTAL	7

#	COMMENT	DATE
1	Yes. Presented to the board in open meetings	7/30/2025 5:08 PM

Q33 The Board periodically reviews the District’s long-range Comprehensive Master Plan, Institutional Goals, and Strategic Plan.

Answered: 7 Skipped: 0

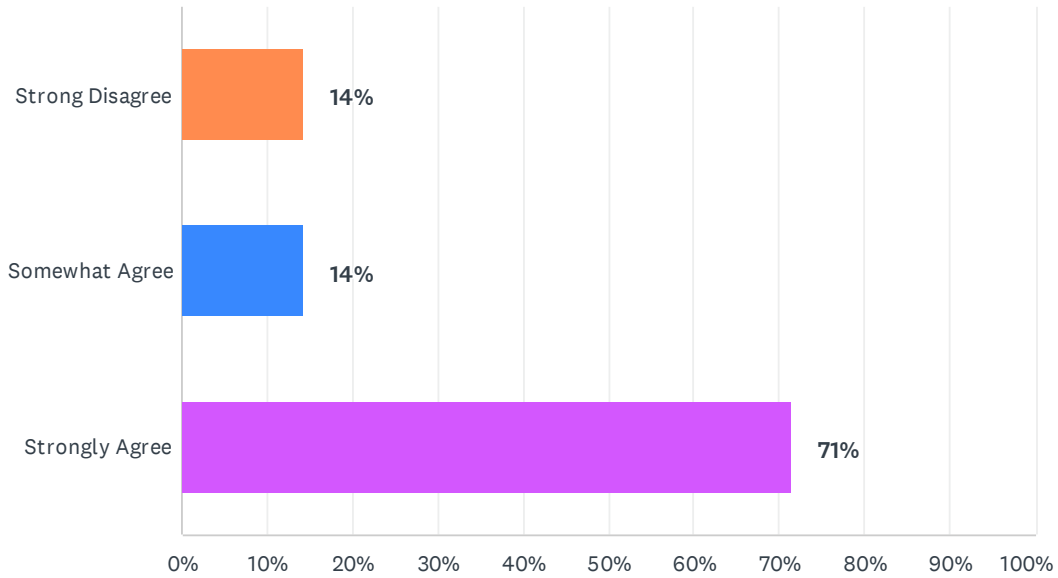


ANSWER CHOICES	RESPONSES
Somewhat Disagree	14% 1
Agree	14% 1
Strongly Agree	71% 5
TOTAL	7

#	COMMENT	DATE
	There are no responses.	

Q34 The Board maintains an up-to-date long-range facilities master plan.

Answered: 7 Skipped: 0

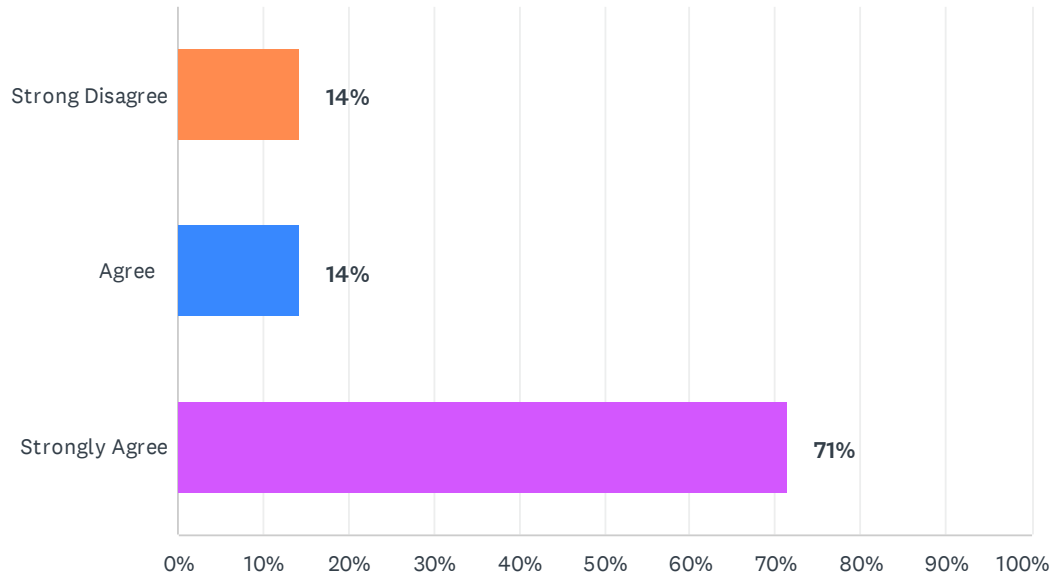


ANSWER CHOICES	RESPONSES
Strong Disagree	14% 1
Somewhat Agree	14% 1
Strongly Agree	71% 5
TOTAL	7

#	COMMENT	DATE
1	Yes	7/30/2025 5:08 PM
2	if there is I've never seen it	7/21/2025 2:42 PM

Q35 The Board is appropriately involved in the accreditation process.

Answered: 7 Skipped: 0

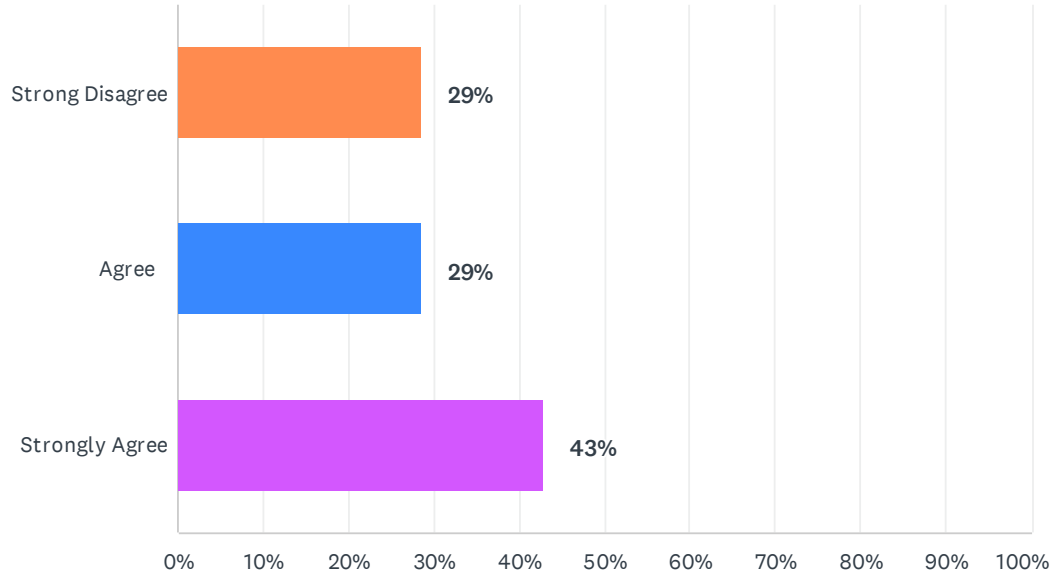


ANSWER CHOICES	RESPONSES
Strong Disagree	14% 1
Agree	14% 1
Strongly Agree	71% 5
TOTAL	7

#	COMMENT	DATE
1	we are not involved we only approve after it's done	7/21/2025 2:42 PM

Q36 Board Professional Development & Knowledge New Board members receive an orientation to the Board and the institution.

Answered: 7 Skipped: 0

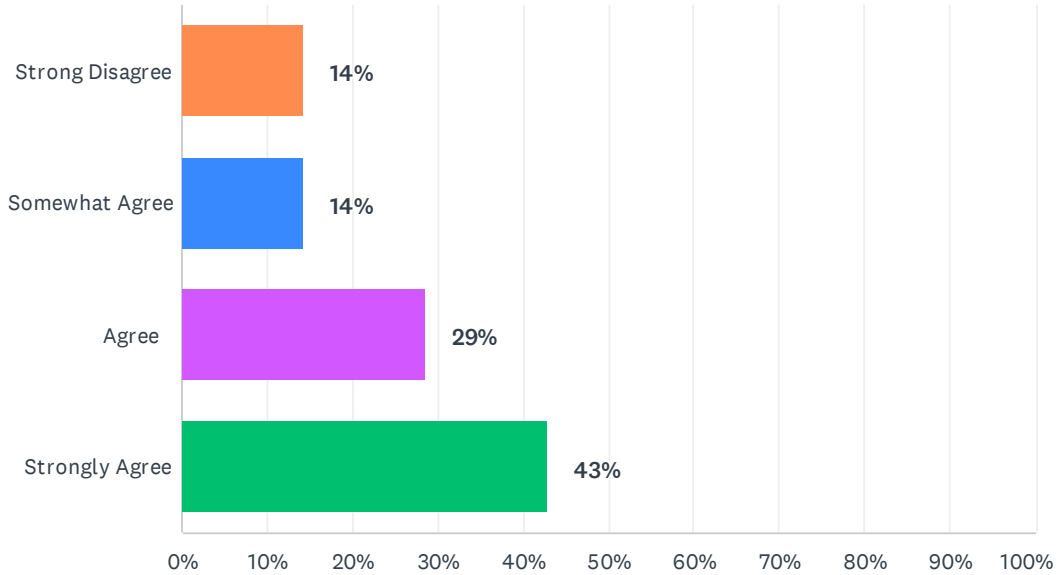


ANSWER CHOICES	RESPONSES
Strongly Disagree	29% 2
Agree	29% 2
Strongly Agree	43% 3
TOTAL	7

#	COMMENT	DATE
1	This does not happen.	7/31/2025 9:12 PM
2	when I became a board member the president did not give me orientation or show me around the college	7/21/2025 2:42 PM

Q37 Board members are engaged in a continuous process of training and development to maintain currency on Board roles and responsibilities.

Answered: 7 Skipped: 0

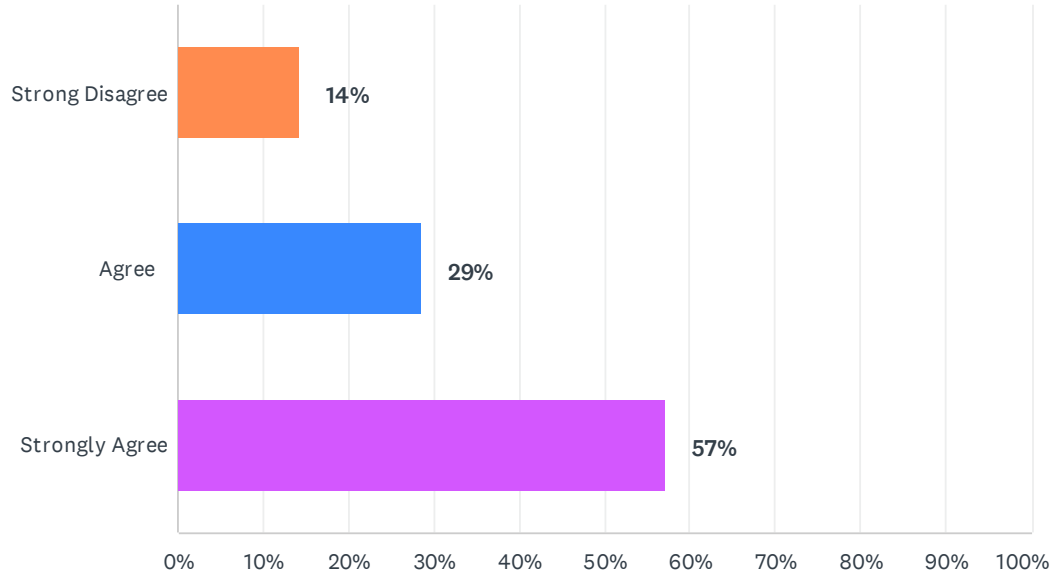


ANSWER CHOICES	RESPONSES
Strong Disagree	14% 1
Somewhat Agree	14% 1
Agree	29% 2
Strongly Agree	43% 3
TOTAL	7

#	COMMENT	DATE
1	Some board member work on do this.	7/31/2025 9:12 PM
2	Upcomming board training opportunities are on each regualr meeting agenda	7/30/2025 5:08 PM

Q38 The Board is knowledgeable about major social, political, and economic trends and issues that affect the institution.

Answered: 7 Skipped: 0

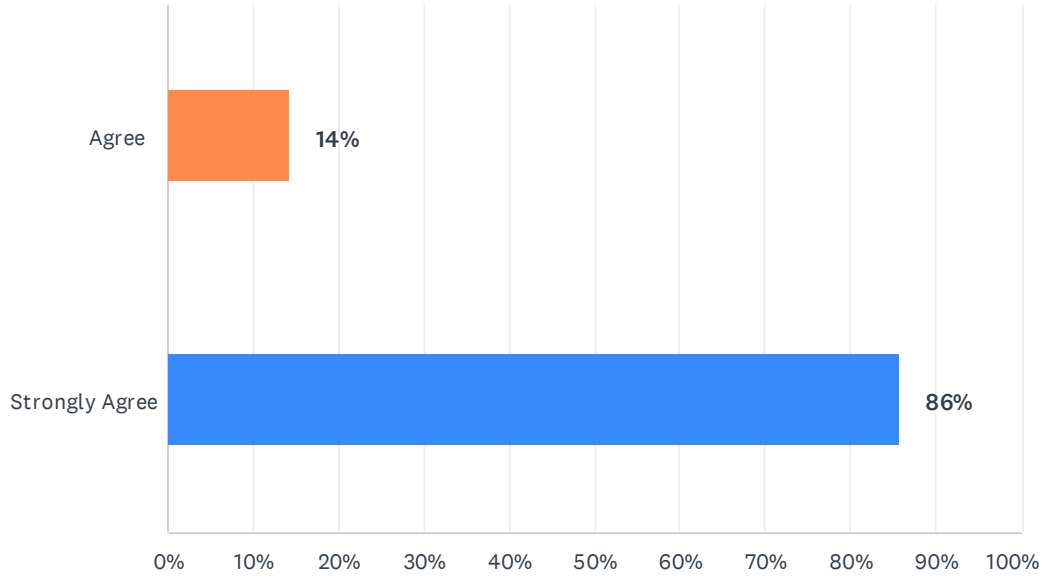


ANSWER CHOICES	RESPONSES
Strong Disagree	14% 1
Agree	29% 2
Strongly Agree	57% 4
TOTAL	7

#	COMMENT	DATE
	There are no responses.	

Q39 Sufficient resources are allocated for Board members to attend conferences and professional development events to stay current with Board best practices.

Answered: 7 Skipped: 0

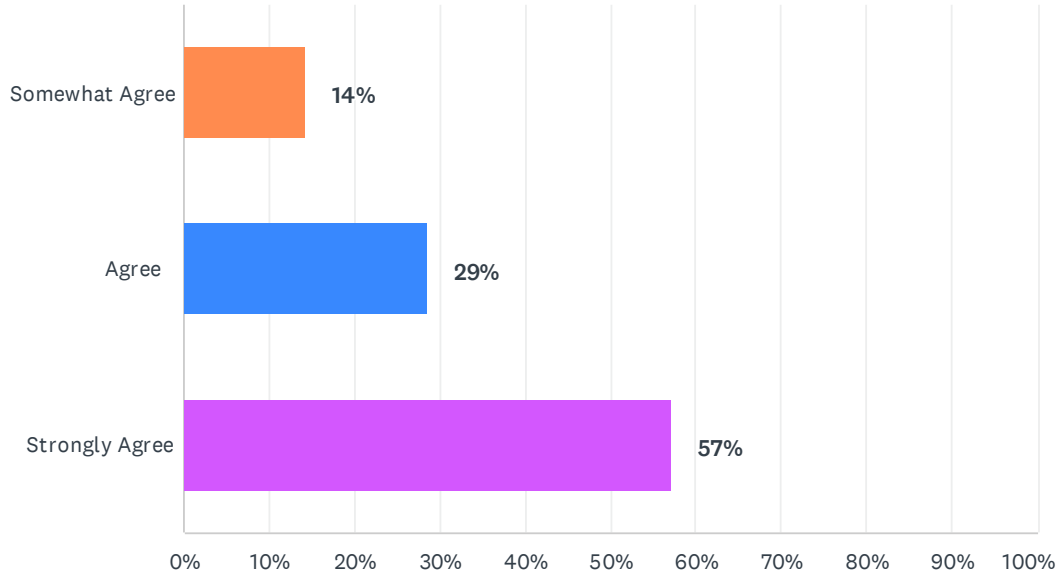


ANSWER CHOICES	RESPONSES
Agree	14% 1
Strongly Agree	86% 6
TOTAL	7

#	COMMENT	DATE
	There are no responses.	

Q40 The Board evaluates its own performance annually and sets goals for itself for the upcoming year.

Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES
Somewhat Agree	14% 1
Agree	29% 2
Strongly Agree	57% 4
TOTAL	7

#	COMMENT	DATE
1	The board checks off the bubbles every year and does not have a meaningful discussion about self improvement.	7/31/2025 9:12 PM






9.27.25 BOT Special Meeting Board Retreat Meeting Minutes

Final Audit Report

2025-11-19

Created:	2025-11-19
By:	Naomi Alaniz (naomi.alaniz@paloverde.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAAjwrdfmovUOVcC5KUM8peCBlwso0sTN7v

"9.27.25 BOT Special Meeting Board Retreat Meeting Minutes" History

-  Document created by Naomi Alaniz (naomi.alaniz@paloverde.edu)
2025-11-19 - 6:46:08 PM GMT
-  Document emailed to Bruce Moses (bruce.moses@paloverde.edu) for signature
2025-11-19 - 6:46:42 PM GMT
-  Email viewed by Bruce Moses (bruce.moses@paloverde.edu)
2025-11-19 - 6:48:04 PM GMT
-  Document e-signed by Bruce Moses (bruce.moses@paloverde.edu)
Signature Date: 2025-11-19 - 6:48:12 PM GMT - Time Source: server
-  Agreement completed.
2025-11-19 - 6:48:12 PM GMT