Click here to view CCLC Policies & Procedures.

1. Call to Order

2. Chancellor’s Report

3. Approval of Minutes
   a. February 3, 2015

4. Old Business
   a. Consent Agenda
      i. BP 2015 Student Trustees
      ii. BP 2105 Election of Student Trustees
      iii. AP 2105 Election of Student Trustees
      iv. BP 2110 Vacancies on the Board
      v. AP 2110 Vacancies on the Board
      vi. BP 2130 Term Limits
      vii. BP 2210 Officers
      viii. BP 2220 Committees of the Board
      ix. BP 2305 Annual Organizational Meeting
      x. BP 2315 Closed Sessions
      xi. BP 2320 Special and Emergency Meetings
      xii. AP 2320 Special and Emergency Meetings
      xiii. BP 2330 Quorum and Voting
      xiv. BP 2340 Agendas
      xv. AP 2340 Agendas
      xvi. BP 2345 Public Participation at Board Mtgs
      xvii. BP 2350 Speakers
      xviii. BP 2355 Decorum
      xix. BP 2360 Minutes
      xx. BP 2365 Recording
      xxi. AP 2365 Recording
      xxii. BP 2432 Chancellor Succession
      xxiii. BP 2610 Presentation of Initial Collective Bargaining Proposals
      xxiv. AP 2610 Presentation of Initial Collective Bargaining Proposals
      xxv. BP 2710 Conflict of Interest
      xxvi. AP 2710 Conflict of Interest
      xxvii. AP 2712 Conflict of Interest Code
      xxviii. BP 2716 Political Activity
      xxix. BP 2717 Personal Use of Public Resources
      xxx. BP 2720 Communications Among Board Members
      xxxi. BP 2725 Board Member Compensation
      xxxii. BP 2730 Board Member Health Benefits
      xxxiii. AP 2730 Board Member Health Benefits
      xxxiv. BP 2750 Board Member Absence from the State
      xxxv. BP 3510 Workplace Violence Plan
      xxxvi. AP 3510 Workplace Violence Plan
      xxxvii. AP 4040 Library & Other Instructional Support Services
Board Policies and Administrative Procedures For Further Review by Work Group

i. BP 2310 Regular Meetings of the Board (March 2015 - from February)
ii. AP 2330 Quorum and Voting (March 2015)
iii. AP 5500 Standards of Student Conduct & Discipline (February 2015 - from January 2015; sent to VPSS on 2/18/15 to review with Academic Senate Presidents and bring back to work group in March)
iv. BP 6200 Budget Preparation (March 2015 - from January 2015 need input from budget committee (meets 2/19/15))
v. AP 6200 Budget Preparation (March 2015 - from January 2015 need input from budget committee (meets 2/19/15))

5. New Business

a. APs & BPs For Work Group Review
i. AP 2510 Participation in Local Decision-Making
ii. BP 3540 Sexual and Other Assaults on Campus
iii. AP 3540 Sexual and Other Assaults on Campus
iv. BP 3600 Auxiliary Organizations
v. AP 3600 Auxiliary Organizations
vi. BP 4300 Field Trips and Excursions
vii. AP 4300 Field Trips and Excursions
viii. BP 5030 Fees
ix. AP 5030 Fees
x. BP 6100 Delegation of Authority, Fiscal
xi. AP 6100 Delegation of Authority, Fiscal
xii. BP 6150 Designation of Authorized Signatures
xiii. AP 6150 Designation of Authorized Signatures
xiv. BP 6250 Budget Management
xv. AP 6250 Budget Management
xvi. AP 6305 Reserves
xvii. AP 6310 Accounting
xviii. AP 6315 Warrants
xix. AP 6320 Investments
xx. BP 6325 Payroll
xxi. AP 6325 Payroll
xxii. BP 6340 Contracts
xxiii. AP 6340 Contracts
xxiv. AP 6345 Bids and Contracts (UPCCAA Option)
xxv. AP 6365 Contracts – Accessibility of Information Technology
xxvi. BP 6400 Audits
xxvii. AP 6400 Audits
xxviii. BP 6450 Wireless or Cellular Phone Use
xxix. AP 6450 Wireless or Cellular Phone Use
xxx. BP 6500 Property Management
xxxi. AP 6500 Property Management
xxxii. BP 6530 District Vehicles
xxxiii. AP 6530 District Vehicles
xxxiv. BP 6535 Use of District Equipment
xxxv. AP 6535 Use of District Equipment
xxxvi. BP 6540 Insurance
xxxvii. AP 6540 Insurance
xxxviii. BP 6550 Disposal of Property
b. AB 86 Update (20 min.)
c. Noncredit Ad Hoc Committee to report back with information and recommendations to the Chancellor for District Assembly consideration and action (20 min.)
d. CHC Faculty to appoint member to replace Tom Bryant– term expires 2016
e. Parking Work Group Update (20 min.)

6. Reports
   a. Academic Senate Reports
   b. Classified Senate Reports
   c. Student Senate Reports
   d. District Reports
      i. Human Resources
      ii. Program Review

7. Public Comment

8. Future Agenda Items/Announcements
   a. Annual Committee Evaluation (April)
   b. Discussion of Compressed Calendar (April)
   c. Board Handbook Review (April)
   d. Chapter 4 Academic Affairs (April)
   e. Annual Committee Evaluation Results Review (May)
   f. Chapter 3 General Institution (May)
   g. Chapter 5 Student Services (September)
   h. Chapter 7 Human Resources (October)

9. Adjourn
DISTRICT ASSEMBLY MEETING  
Tuesday, February 3, 2015 – 3:00pm  
District Office – **Board Room**  
MINUTES

**Members Present**
Allen, Denise R; Baron, Bruce; Briggs, Stephanie; Danley, Jay C.; Feist, John P; Fisher, Gloria M.; Gamboa, Benjamin R.; Gilbert, Jeremiah A; Hallex, Alicia M; Holbrook, James R.; Huston, Celia J.; Levesque, Robert A; Marshall, Cheryl; Nikac, Stacey K; Oberhelman, Jason; Stanskas, Peter-John; Sultzbaugh, Crystal; Thomas, Cassandra S.; Tinoco, Michelle; Valdemar, Mary; Weiss, Kathryn G.

**Members Absent**
Aycock, Larry K.; Beavor, Aaron V.; Brown, Brandon; Bryant, Tom; Chavira, Rejoice C; Crow, Kathryn E.; Curasi, Gina N; Dusick, Diane M.; Gamboa, Colleen G.; Lillard, Sheri J; Paddock, Ericka N; Smith, James E.; Williams, Clyde; Williams, Nicole B

**Guests**
Guzman, Tiffany; Torres, Jose

**Call to Order**
Stanskas called the meeting to order at 4:02pm

**Approval of Minutes**
Ben Gamboa motioned and Feist seconded a motion to approve the minutes of December 2, 2014.

AYES: Allen, Denise R; Baron, Bruce; Briggs, Stephanie; Danley, Jay C.; Feist, John P; Fisher, Gloria M.; Gamboa, Benjamin R.; Gilbert, Jeremiah A; Hallex, Alicia M; Huston, Celia J.; Levesque, Robert A; Marshall, Cheryl; Nikac, Stacey K; Oberhelman, Jason; Stanskas, Peter-John; Sultzbaugh, Crystal; Thomas, Cassandra S.; Tinoco, Michelle; Valdemar, Mary; Weiss, Kathryn G.

NOS: None

ABSENT: Aycock, Larry K.; Beavor, Aaron V.; Brown, Brandon; Bryant, Tom; Chavira, Rejoice C; Crow, Kathryn E.; Curasi, Gina N; Dusick, Diane M.; Gamboa, Colleen G.; Lillard, Sheri J; Paddock, Ericka N; Smith, James E.; Williams, Clyde; Williams, Nicole B

ABSTENTIONS: Holbrook, James R.

**Consent Agenda**
Briggs motioned and Gilbert seconded a motion to approve the consent agenda as amended without AP 4040 Library & Other Instructional Support Services.

BP 2010 Board Membership; BP 2040 Board Authorization (Recommend deletion per Board Work Group)  
BP 2100 Board Elections; AP 2435 Evaluation of the Chancellor; AP 2510 Participation in Local Decision-Making; AP 4020 Program, Curriculum, and Course Development; AP 4025 Philosophy and Criteria for Associate Degree and General Education; BP 7150 Evaluation; AP 7150 Evaluation

AYES: Allen, Denise R; Baron, Bruce; Briggs, Stephanie; Danley, Jay C.; Feist, John P; Fisher, Gloria M.; Gamboa, Benjamin R.; Gilbert, Jeremiah A; Hallex, Alicia M; Holbrook, James R.; Huston, Celia J.; Levesque, Robert A; Marshall, Cheryl; Nikac, Stacey K; Oberhelman, Jason;
Feist motioned and Huston seconded a motion to send AP 4040 Library & Other Instructional Support Services back to the District Assembly Work Group.

AYES: Briggs, Stephanie; Feist, John P; Hallex, Alicia M; Huston, Celia J.; Oberhelman, Jason; Thomas, Cassandra S.; Sultzbaugh, Crystal; Tinoco, Michelle; Valdemar, Mary;

NOS: Allen, Denise R, Gamboa, Benjamin R.; Gilbert, Jeremiah A; Holbrook, James R.; Levesque, Robert A; Weiss, Kathryn G.

ABSENT: Aycock, Larry K.; Beavor, Aaron V.; Brown, Brandon; Bryant, Tom; Chavira, Rejoice C; Crow, Kathryn E.; Curasi, Gina N; Danley, Jay C.; Dusick, Diane M.; Gamboa, Colleen G.; Lillard, Sheri J; Paddock, Ericka N; Smith, James E.; Williams, Clyde; Williams, Nicole B

ABSTENTIONS: None

BP 6610 Local Hire (LOCAL, MINORITY, WOMEN, AND VETERAN OWNED ENTERPRISE PROGRAM) – went to board for first read 12/11/14. Final read scheduled for February board meeting. District Assembly chose not to take a position on the BP.

Board Policies and Administrative Procedures For Further Review by Work Group
BP 3510 Workplace Violence Plan (February 2015 - from January 2015)
AP 3510 Workplace Violence Plan (February 2015 - from January 2015)
BP 5500 Standards of Student Conduct & Discipline (February 2015 - from January 2015)
AP 5500 Standards of Student Conduct & Discipline (February 2015 - from January 2015)
BP 6300 Fiscal Management (February 2015 - from January 2015)
AP 6300 Fiscal Management (February 2015 - from January 2015)
BP 2015 Student Trustees (February 2015 - from January 2015 - resubmit BP 2725 at this time)
BP 2105 Election of Student Trustees (February 2015)
AP 2105 Election of Student Trustees (February 2015)
BP 2110 Vacancies on the Board (February 2015)
AP 2110 Vacancies on the Board (February 2015)
BP 2130 Term Limits (February 2015)
BP 2210 Officers (February 2015)
BP 2220 Committees of the Board (February 2015)
BP 2305 Annual Organizational Meeting (February 2015)
BP 2310 Regular Meetings of the Board (February 2015)
BP 2315 Closed Sessions (February 2015)
BP 2320 Special and Emergency Meetings (February 2015)
AP 2320 Special and Emergency Meetings (February 2015)
BP 6200 Budget Preparation (March 2015 - from January 2015 need input from budget committee)
AP 6200 Budget Preparation (March 2015 - from January 2015 need input from budget committee)
BP 2330 Quorum and Voting (March 2015)
AP 2330 Quorum and Voting (March 2015)
BP 2340 Agendas (March 2015)
Briggs motioned and Danley seconded a motion to reorder the agenda to discuss parking fees.

AYES: Allen, Denise R; Baron, Bruce; Briggs, Stephanie; Danley, Jay C.; Feist, John P; Fisher, Gloria M.; Gamboa, Benjamin R.; Gilbert, Jeremiah A; Hallex, Alicia M; Holbrook, James R.; Huston, Celia J.; Levesque, Robert A; Marshall, Cheryl; Nikac, Stacey K; Oberhelman, Jason; Stanskas, Peter-John; Sultzbaugh, Crystal; Thomas, Cassandra S.; Tinoco, Michelle; Valdemar, Mary; Weiss, Kathryn G.

NOS: None

ABSENT: Aycock, Larry K.; Beavor, Aaron V.; Brown, Brandon; Bryant, Tom; Chavira, Rejoice C; Crow, Kathryn E.; Curasi, Gina N; Dusick, Diane M.; Gamboa, Colleen G.; Lillard, Sheri J; Paddock, Ericka N; Smith, James E.; Williams, Clyde; Williams, Nicole B

ABSTENTIONS: None

Jose Torres continued the Parking Fees Presentation from December and answered questions. A second handout was presented showing the detailed budget and examples of costs and work done by private parking developers. The recommendation is to increase parking fees according to the one-term plan, which will increase parking fees to the maximum allowed by law. AP and BP 5030 will be updated accordingly with the approval of District Assembly and the Board. Once approved, communication of the updates will be made with TESS and the colleges. District Assembly will be asked to vote on this in March. Christie Gabriele-Millette handed out a rebuttal to the parking increase, which Chancellor Baron reported was inaccurate. Public comments were heard in opposition of parking increases. Christie Gabriele-Millette, Tiffany Guzman, Mary Valdemar, and John Feist agreed to serve on a work group with Jose and the VPs.

http://prezi.com/cahkejbvixvk/?utm_campaign=share&utm_medium=copy

New Business
Briggs motioned and Allen seconded a motion to elect Mary Valdemar as Vice President for District Assembly.

AYES: Allen, Denise R; Baron, Bruce; Briggs, Stephanie; Danley, Jay C.; Feist, John P; Fisher, Gloria M.; Gamboa, Benjamin R.; Gilbert, Jeremiah A; Hallex, Alicia M; Holbrook, James R.; Huston, Celia J.; Levesque, Robert A; Marshall, Cheryl; Nikac, Stacey K; Oberhelman, Jason;
Reports

Academic Senate Reports – Denise Allen reported senate is working through final exam schedule. Approved SLOs in the cloud to use for hosting and tracking tools. Request received from non-instructional faculty to have a chair that represents them. Jeremiah Gilbert reported senate also approved SLOs in the cloud. Core competencies are being discussed to merge/change subcategories. There has been discussion about a compressed calendar. Different models have been reviewed and hope to come to conclusion in March.

Classified Senate Reports – Cassandra Thomas reported attended CSU retreat. Ideas from the retreat were having orientation, Administrative SLOs. Michelle Tinoco reported developing a committee for classified senate scholarships in the fall.

Student Senate Reports – Tiffany Guzman reported working on getting a table for adjunct faculty day.

District Reports – reports were submitted for Safety, Fiscal Services, DSPC, and Bond Program Reports

Chancellor's Report - None

Public Comment – none

Future Agenda Items/Announcements

Noncredit Ad Hoc Committee to report back with information and recommendations to the Chancellor for District Assembly consideration and action (March)

Annual Committee Evaluation (March)

Discussion of Compressed Calendar (March/April)

Annual Committee Evaluation Results Review (April)

Chapter 6 Business & Fiscal Affairs

Chapter 4 Academic Affairs

Chapter 3 General Institution

Chapter 5 Student Services

Chapter 7 Human Resources

Adjourn

Stanskas adjourned the meeting at 4:20pm
To: SBCCD District Assembly  
Date: February 24, 2015  
RE: Noncredit Ad-Hoc Committee of District Assembly Recommendations

**Recommendations of the Noncredit Ad-Hoc Committee**

The Ad-Hoc Committee recommends that the District Assembly recommend to the Chancellor that:

- The District pursues noncredit education as part of our mission to serve the needs of our community.

- Establish planning committees at each campus comprised of appropriate faculty recommended by the academic senates, classified staff, students and managers with sufficient time to develop programmatic strategies. These committees should meet periodically together with appropriate additional staff, e.g., Admissions and Records staff, to address district wide implementation.

- Create cohesive noncredit programs designed with appropriate faculty recommended by the academic senates, classified staff, students and managers to meet the needs of the community.
  - Crafton Hills College may start with Adult Basic Education, Basic Skills, and Literacy.
  - San Bernardino Valley College may start with Adult Basic Education, Basic Skills, Literacy, ESL, Citizenship and CTE classes.
  - Appropriate managerial staff and organizational structure, including full-time faculty, is required.
  - Programs shouldn’t detract from current programs of the college.
  - Planning should be based on the needs of the community as evidenced through the AB86 Consortium community needs assessment.
  - Planning should include both on-site and off-site offerings in the community.

- Noncredit instruction negotiations need to be a priority for both the District and the Faculty Bargaining Unit. The laboratory rate may be a place to begin negotiations.

**Charge of Noncredit Ad-Hoc Committee**

In October 2014, the SBCCD District Assembly created the Noncredit Ad-Hoc Committee and charged it to:

Evaluate:

- Definition of noncredit (compared to credit and community service) categories of noncredit eligible for enhanced funding
- pros and cons of noncredit curricular modalities
- community needs and plans as evidenced through AB86
- utility of noncredit in other districts
• minimum qualifications
• compensation of other districts
and report back to District Assembly in February 2015 with information and recommendations to the Chancellor for District Assembly consideration and action.

To complete this charge, the ad-hoc committee reviewed relevant documents from the Legislative Analysts Office, the Academic Senate for California Community Colleges, and the California Department of Education. A complete citation list appears at the end of this document. In addition, the governor’s commitment to ensuring Career Development and College Preparation (CDCP) noncredit will be funded at the same apportionment rate as credit instruction was taken into consideration.

**Definition of Noncredit and Enhanced Funding**

Noncredit instruction is one curricular modality where the student may receive a grade, but does not accrue units. There are nine instructional areas of noncredit according to education code: Parenting, Basic Skills, ESL, Immigrant Education, Courses for students with Substantial Disabilities, Short-Term Vocational Programs, Programs for Older Adults, Family and Consumer Sciences, and Health and Safety. Colleges may collect apportionment for students enrolled in these classes. Enhanced apportionment, equal to the credit rate, is only available for the CDCP categories. Colleges must go through the regular curriculum approval process for these courses. Courses are not subject to repeatability limits.

Obviously credit instruction may overlap some of these areas. Credit instruction does accrue academic units, a student must earn a grade, and students must pay fees. Colleges may collect apportionment for students enrolled in these classes. Colleges must go through the regular curriculum approval process for these courses. The content must be designated either college level or preparatory for college level. Courses are subject to repeatability limits.

Community Service and Contract Education classes are intended to respond to community needs. Content and objectives are locally defined by the college or employer. Colleges may not receive apportionment for these courses and must collect fees equal to the cost of instruction from students. If students enrolled will receive college credit, then the curriculum must go through the regular curriculum approval process. Sometimes, content is defined by the employer’s needs and instruction is provided through Contract Education. When admission is closed to a select population defined by the contractor, then the contract must meet all costs incurred to offer the course.

**Minimum Qualifications for Noncredit Instructors**

The minimum qualifications for all faculty are listed in the Minimum Qualifications Handbook, see pages 66-68 for a full description.

For an interdisciplinary noncredit basic skills course, a bachelor’s degree in any social science, humanities, mathematics, or natural science discipline or in liberal studies, as
appropriate for the course. For a noncredit basic skills course in mathematics, a bachelor’s degree in mathematics. For a noncredit basic skills course in reading and/or writing, either: a bachelor’s degree in English, literature, comparative literature, composition, linguistics, speech, creative writing, or journalism; or a bachelor’s degree in any discipline and twelve semester units of coursework in teaching reading.

For a noncredit course in English as a second language (ESL), a bachelor’s degree in teaching English as a second language, or teaching English to speakers of other languages or a bachelor’s degree in education, English, linguistics, applied linguistics, any foreign language, composition, bilingual/bicultural studies, reading, or speech; and a certificate in teaching English as a second language, which may be completed concurrently during the first year of employment as a noncredit instructor.

For a short-term noncredit vocational course: a bachelor’s degree; and two years of occupational experience related to the subject of the course taught or an associate degree; and six years of occupational experience related to the subject of the course taught.

Generally, a Bachelor’s degree is the minimum qualification from the state, though local academic senates have the authority to recommend different minimum qualifications that may be greater than those listed in Title 5.

**Pros and Cons of Noncredit Discussed by the Committee**

- Credit instruction is limited by credit-course repetition guidelines and some students run out of time in a traditional format to master the content.
- Noncredit instruction allows students to continue in the framework of the classroom until the objectives are met. Noncredit instruction is available for no enrollment fees to the students and does not apply to the unit caps on support that some students use to attend college.
- Noncredit is a pathway to higher education disproportionately utilized by non-majority groups. Noncredit fulfills part of our access and equity mission to the public of the region.
- Noncredit classes can be designed as open-entry/open-exit so that students who arrive at the college have a class available to them to prepare for college level work the next semester.
- The only con identified by the committee is that noncredit students are not eligible for financial aid for those courses.

**Bargaining Issues**

Noncredit instruction is a bargaining issue. The Rancho Santiago Community College District, San Diego Community College District, and North Orange County Community College District all seem to require 25 hours per week for full-time, noncredit instructional assignments. The contracts also assume an average of a 40-hour work-week during the
175 day contract. This may be re-negotiated as the apportionment rate is changing in some areas.


Respectfully Submitted by:

John Stanskas, District Assembly President  
Denise Allen, CHC Academic Senate President  
Mark Snowhite, CHC Dean  
Robert Levesque, Director of Workforce Development  
Scott Rippy, CHC Faculty  
Paula Ferri-Milligan, SBVC Faculty  
Kay Weiss, SBVC Dean  
Caleab Losee, SBVC Classified Staff  
Guy Hinrichs, CTA
FY 2014 – 2015 District Program Review Update  
District Assembly Meeting, March 3, 2015

Overview

The units of the District involved in this process include the District Police Department, Economic Development and Corporate Training Division, Fiscal Services (comprises of Business Services, Accounting (Budgeting and Payroll), Auditing, Environmental, Health and Safety, Facilities), Human Resources, KVCR, Technology and Educational Support Services (includes Administrative Applications, Distance Education, Printing Services, Technical Services).

Progress to Date

1. A District Operation’s Satisfaction Survey was sent out electronically to all District faculty and staff on December 9, 2014. A total of 196 responses were received.

2. The survey results were compiled, summarized and distributed to each unit of the District. The results were used as a tool to help each department/division develop their respective Program Review Plan.

3. The District Program Review Steering Committee reviewed and approved the submitted Program Review Plans in its meeting on February 19, 2015. Each plan will be reviewed once again by the appropriate unit and finalized by February 27, 2015.

4. From each unit’s final Program Review Plan, a report will be generated to capture all the resources requested to support their goals and achieve the anticipated outcomes. Resources requested will be prioritized and approved by the steering committee during its final meeting on March 5, 2015.

5. A prioritized list of District Program Review Resource Allocation for FY 2014 – 2015 will be provided to the Chancellor’s Office on or before March 13, 2015.

(Results of the survey and other relevant Program Review information can be found at: http://www.sbccd.org/About_the_District/Board_Imperatives_-_a_-_Planning_Documents/Program_Review)

(Respectfully submitted by Albert Maniaol, Chair, District Program Review Steering Committee)  
2/23/2015
**DEPENDENT VERIFICATION REVIEW**

To ensure we are accurately accounting for all our eligible employees and their dependents, our health plan providers mandate the District have an outside auditor verify our health plan enrollment.

American Fidelity Assurance (AFA) will be conducting a Dependent Verification Review beginning March 9 through March 27, 2015.

Failure to complete this review process will result in the termination of dependent coverage effective June 1, 2015.

Every benefit eligible employee, that has dependents on their coverage, must meet with a AFA Benefit Counselor and present original documents. Individual sessions will not take more than 30 minutes.

Please call AFA to schedule an appointment for your review.

(800) 365-9180 ext. 0

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<th>SITE</th>
<th>MEETING DATES</th>
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<td>District Office</td>
<td>March 16, 17, 18, 19, 20, 23, 24, 25, 26, 27</td>
<td>8:00 AM - 4:00 PM</td>
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<td><strong>SBVC</strong></td>
<td>March 9, 11, 13, 23, 25, 27</td>
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<td>Liberal Arts</td>
<td>March 10, 12, 24, 26</td>
<td>10:00 AM - 6:00 PM</td>
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<td><strong>CHC</strong></td>
<td>March 9, 11, 13, 23, 25, 27</td>
<td>8:00 AM - 4:00 PM</td>
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<tr>
<td><strong>Library Room</strong></td>
<td>March 10, 12, 24, 26</td>
<td>10:00 AM - 6:00 PM</td>
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<td><strong>Room #201</strong></td>
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**UPCOMING EVENTS**

- Health & Wellness Fair Crafton Hills College March 4, 2015 11:30am—1:30pm LRC #226
- Dependent Verification Review March 9—27, 2015

**STAY CONNECTED...**

In an effort to keep all employees of the District informed of the major happenings of the District, the Human Resources Department invites the officers and members to submit highlights to be published in the e-HR Newsletter — **HRive**.

~ HR Vision ~ Ensure a positive and diverse workforce environment through superior customer service for the District.