

At the end of the thirty minutes of public comment at the 4/20/22 Board meeting the District made statements to address the “inaccuracies” presented during public comment. Sadly, it seems that the District’s statements were those that were inaccurate. And so we believe it is important to address them now.

- The District claims “The raises the BOT receive are part of board policy and happen only after the faculty receive their increases. We don’t just get an increase, we make sure it keeps up with the raises given to faculty.”
- CCFF’s rebuttal - Part of this is true. **BP 2725 USED to say that the Board shall only consider an annual salary increase commensurate to a faculty salary increase within that fiscal year.** But in 2020 the BP was revised to allow the board to give themselves an **automatic 5% increase** each fiscal year (must be nice). has the ability to give themselves an increase (must be nice). Since the policy change, the Board has given themselves a 5% each fiscal year (see below). So last time I checked we got nothing last year and unless President Birkey knows something I don't, faculty haven't received an increase this year. It just doesn't seem equitable to me.

Meeting	Jan 19, 2022 - Regular Board Meeting
Category	Consent Items
Subject	Board Compensation Increase
Type	Action (Consent)
Recommended Action	It is recommended that the Board of Trustees approve a 5% increase of the compensation of individual Board Members effective January 1, 2022 based on the present \$644.79 monthly rate of compensation, in accordance with Board Policy 2725.

[Board Policy 2725](#) and Education Code section 35120(e) authorizes the Governing Board, on an annual basis, to increase the compensation of individual Board Members in an amount not to exceed 5% based on the present monthly rate of compensation. Any increase shall be effective upon approval by the Governing Board. The Board may consider additional annual increases of 5% on an annual basis.

#### FISCAL IMPACT

The cost is \$3,095 annually and will be expended from the General Fund.

*All items may be approved by adoption of the Consent Calendar, individually and collectively by one (1) motion. There will be no separate discussion of these items unless Members of the Board of Trustees, the public, or staff request that specific items be removed from the Consent Calendar for separate discussion and action.*

#### Motion & Voting

★ It is recommended that the Board of Trustees approve consent agenda items 4.01 through 4.24, with the exception of items 4.14 through 4.18 [student trustee advisory vote: aye].

Motion by Carmen Avalos, second by Marisa Perez.  
Final Resolution: Motion Carries

Meeting	Jan 20, 2021 - Regular Board Meeting
Category	Consent Items
Subject	Board Compensation Increase
Type	Action (Consent)
Recommended Action	It is recommended that the Board of Trustees approve a 5% increase of the compensation of individual Board Members effective January 1, 2021 based on the present \$614.09 monthly rate of compensation, in accordance with Board Policy 2725.


[Board Policy 2725](#) and Education Code section 35120(e) authorizes the Governing Board, on an annual basis, to increase the compensation of individual Board Members in an amount not to exceed 5% based on the present monthly rate of compensation. Any increase shall be effective upon approval by the Governing Board. The Board may consider additional annual increases of 5% on an annual basis.

#### FISCAL IMPACT

The cost is \$2,947.20 annually and will be expended from the General Fund.

*All items may be approved by adoption of the Consent Calendar, individually and collectively by one (1) motion. There will be no separate discussion of these items unless Members of the Board of Trustees, the public, or staff request that specific items be removed from the Consent Calendar for separate discussion and action.*

#### Motion & Voting

 It is recommended that the Board of Trustees approve a 5% increase of the compensation of individual Board Members effective January 1, 2020 based on the present \$614.09 monthly rate of compensation, in accordance with Board Policy 2725.

 It is recommended that the Board of Trustees approve Consent Agenda Items 3.01 through 3.23, with the exception of items

- The District claims they do care! They gave us all those stipends without hesitation.
- CCFF's rebuttal - most of those stipends were a **result of negotiations** from CCFF or CSEA. It is true the District ended up giving the stipends to all employees but **only after** one or more **constituent groups negotiated that stipend**. The district just didn't decide to give us this money out of the kindness of their hearts, these stipends were **negotiated over multiple MOUs** and came about because our unions fought for them. Doesn't seem like pure kindness to me.
- The District claims they are engaging in good faith bargaining over salaries. They continue to meet us in mediation.
- CCFF's rebuttal - In reality the district **offered ONE economic proposal** on October 20, 2021. CCFF responded on 10/29/21. We continued to negotiate until impasse was officially declared on 3/10/22 but we never saw another economic proposal. Doesn't seem like good faith to me.
- The District claims public comment used to come at the end of meetings. Now that we have moved them to the beginning of the meeting we need to limit comments so get our work done.
- CCFF's rebuttal - Public comments have been at the **beginning of the meeting** since at least **2018** and the **March 9, 2022 meeting and April 20, 2022** are the **ONLY** times the board has **not extended time** to hear all the comments. Doesn't seem like they care to me.

Overall, the message from the District was “we gave you healthcare and stipends, quit your complaining”. **The District thinks that healthcare and stipends are enough.** They don’t believe that we are worth a salary increase or a fair contract.

I hope that you will continue to fight with us. We are not afraid to go to fact finding. **We KNOW the District has money.** They have \$42M in unrestricted reserves **ALONE!** We also know that the District loves to move money around and that there is **plenty more in the coffers** than they are letting on.

Don’t let their comments fool you. They don’t care. They are considering a new [\\$425M bond measure](#). They want **more money from the community**, so they are **squirreling away reserves** to get a better bond rating. They aren’t interested in caring for those of us that will be here longer than they will. The District just wants their moment to shine.

Make sure you keep those [CCFF backgrounds](#) up! We have one more mediation session on 4/29/22 and I hope I will have more news for you then.

In Unity,

[April Bracamontes, Ed. D](#)

(preferred pronouns: she/her/hers)

Communication Studies Faculty

Cerritos College

[CCFF COVID Quick Guide](#)



