

**AGENDA  
FOR THE REGULAR MEETING OF THE  
IMPERIAL COMMUNITY COLLEGE DISTRICT  
BOARD OF TRUSTEES**

**Tuesday, May 17, 2005 - 6:00 P.M.**

**Location: Administration Building Board Room  
380 East Ira Aten Road  
Imperial, CA 92251**

I. CALL TO ORDER

1. Roll Call by Secretary:

Carlos R. Acuña	Romualdo Medina
Rudy Cardenas, Jr.	Rebecca L. Ramirez
Kelly Keithly	Louis Wong
Marian Long	Student Representative
	Academic Senate Representative

2. Pledge of Allegiance

II. PUBLIC COMMENT

At this time persons may speak to the Board either on an agenda item or on other matters of interest to the public that are within the subject matter jurisdiction of the Board. If you wish to be heard, please stand and identify yourself to the Board President.

III. WRITTEN COMMUNICATIONS

1. Eileen Buckel, Dean of Learning Services (RE: Retirement)
2. Peter Suczek, Psychology/Sociology Professor (RE: Retirement)

IV. INFORMATION REPORTS

1. Employee of the Month for May - Sergio Lopez
2. Introduction of New Faculty - Dr. Kendra Jeffcoat
3. Introduction of New Classified Staff - Dr. Marion Boenheim
4. CCLC Annual Conference - Marian Long/Rudy Cardenas
5. Associated Student Government Senate Update - Nancy Ramirez
6. Academic Senate Update - Dr. James Patterson
7. Monthly Financial Report - Carlos Fletes
8. President's Update - Dr. Paul Pai

V. DISCUSSION

May 5, 2005

Dr. Paul Pai and  
Board of Trustees  
Imperial Valley College  
380 E. Aten Road  
Imperial, CA 92251

Dear Dr. Pai and Members of the Board of Trustees:

Please accept this letter as my official notification of my intent to retire effective September 1, 2005 with my last day of work on August 31, although I intend to take the month of August as vacation and personal leave time to facilitate the move to my new home in Arizona.

The twelve years I have been at IVC have been stimulating, challenging, and interesting. I have most enjoyed the people with whom I have worked through the years. We have made a lot of progress at IVC and in the Learning Services area in the time I have been here. There are so many positive things coming in the future and the college has a great future ahead of it. The current administration is one of the best that I have worked with in my time at IVC.

My best wishes to you and the college for a bright future.

Sincerely



Eileen Buckel  
Dean of Learning Services

cc: Dr. Kendra Jeffcoat, Vice President for Academic Services  
Dr. Marion Boenheim, Director of Human Resources

**May 9, 2005**

**Board of Trustees  
Imperial Valley College  
Imperial, California**

**Dear Imperial Valley College Board:**

**I wish to express to the Board my sincere enjoyment of my 31 years at I.V.C. and my appreciation of the teaching experiences I have shared with my students and colleagues. Now I will be retiring June 1 with the help of the 2+2 retirement package and wish to express my thanks to both Tom Hudson and Mary Bell for their understanding and assistance. It has been a pleasure working with such great colleagues and such a caring staff here at the college.**

**Moreover, I feel Dr. Pai is one of the finest Presidents we have had here at I.V.C. and the only one who actually came into my classroom, observed my teaching, and understood and appreciated what I was doing with the students.**

**My best wishes for the continuing success of Imperial Valley College.**

**Sincerely,**

A handwritten signature in black ink, appearing to read "Peter Suczek". The signature is fluid and cursive, with the first name "Peter" and last name "Suczek" clearly distinguishable.

**Peter Suczek**

## VI. CONSENT AGENDA - BUSINESS

1. Approval of Minutes dated April 19, 2005
2. Resolution No. 13239: Purchase Orders
3. Resolution No. 13240: Payroll Warrant Orders
4. Resolution No. 13241: Commercial Warrant Orders
5. Resolution No. 13242: Budget Changes
6. Resolution No. 13243: Quarterly Financial Report
7. Resolution No. 13244: Quarterly Investment Report
8. Resolution No. 13245: Gann Appropriation Limit Hearing
9. Resolution No. 13246: 2005-2006 Board Goals
10. Resolution No. 13247: Strata Information Group
11. Resolution No. 13248: Spectrum Pacific Learning Company

## VII. CONSENT AGENDA - EDUCATIONAL SERVICES

1. Resolution No. 13249: 2005-2006 Academic Calendar
2. Resolution No. 13250: Out-of-Country Trip for Business Club
3. Resolution No. 13251: Medical Directorship Agreement for  
Emergency Medical Services Program
4. Resolution No. 13252: Student Equity Plan
5. Resolution No. 13253: 2004-2005 Candidates for Graduation

## VIII. CLOSED SESSION

1. CONFERENCE WITH LABOR NEGOTIATORS  
District Negotiator: Dr. Marion Boenheim  
Employee Organizations: IVC Chapter CTA/NEA and CSEA Chapter 472
2. CONFERENCE WITH SUPERINTENDENT/PRESIDENT  
RE: Employment Contracts of Unrepresented Employees: IVC  
Administrators and Classified Managers
3. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE

## IX. OPEN SESSION

Announcement of final action taken

## X. CONSENT AGENDA - HUMAN RESOURCES

1. Resolution No. 13254: Administrative Retirement
2. Resolution No. 13255: Academic Retirement
3. Resolution No. 13256: Interim Dean of Information  
Technology/Consultant

4. Resolution No. 13257: Memorandum of Understanding Between the District and IVC Chapter of CCA/CTA/NEA
  5. Resolution No. 13258: Leave of Absence
  6. Resolution No. 13259: Employment of Academic Personnel
  7. Resolution No. 13260: Employment of Academic Personnel
  8. Resolution No. 13261: Academic Summer Session Employment
  9. Resolution No. 13262: Employment of Per-Session Instructors for Summer Session
  10. Resolution No. 13263: Employment of Temporary Academic Personnel
  11. Resolution No. 13264: Director of Alcohol and Drug Studies
  12. Resolution No. 13165: Classified Retirement
  13. Resolution No. 13166: Classified Service Employment
  14. Resolution No. 13167: Agreement Between the District and CSEA Chapter 472
  15. Resolution No. 13268: Agreement between the District and CSEA Chapter 472
- XI. ADJOURNMENT - the next regular meeting of the Imperial Community College District Board of Trustees is scheduled for Tuesday, June 21, 2005, at 6:00 P.M.

VI. CONSENT AGENDA - BUSINESS

VI.1 Approval of Minutes dated April 19, 2005

VI.2 Resolution No. 13239: **PURCHASE ORDERS**

BE IT RESOLVED that the issuance of current year Purchase Order Nos. 5000373 through 5004391 in the amount of \$578,302.81, and Direct Payment Nos. 0008794 through 0009244 in the amount of \$74,575.36 are approved.

VI.3 Resolution No. 13240: **PAYROLL WARRANT ORDERS**

BE IT RESOLVED that Payroll Warrant Order No. 19 in the amount of \$138,376.29 and Warrant Order No. 20 in the amount of \$1,759,165.51 be ratified.

VI.4 Resolution No. 13241: **COMMERCIAL WARRANT ORDERS**

BE IT RESOLVED that Commercial Warrant Orders on the General Fund be ratified as follows:

35 in the amount of \$849,319.31  
36 in the amount of \$166,229.37  
37 in the amount of \$153,734.50

VI.5 Resolution No. 13242: **BUDGET CHANGES**

WHEREAS, the California Code of Regulations, Title V, Sections 58307 and 58308, and the Community College Budget and Accounting Manual require the Board of Trustees to adopt the annual District budget by resolution, and to approve any changes to that budget by resolution.

BE IT NOW RESOLVED that budget changes 4051793, 4051804, 4051836, 4051843, 4051844, 4051846, 4051851, 4051853, 4051854, 4051857, 4051869, 4051870, 4051873, 4051874, 4051888, 4051889, 4051890, 4051900, 4051902, 4051904, 4051912, 4051913, 4051914, 4051915, 4051017, 4051923, 4051924, 4051925, 4051926, and 4051928 be approved.

VI.6 Resolution No. 13243: **QUARTERLY FINANCIAL REPORT**

BE IT RESOLVED that the Board of Trustees accepts the financial statements prepared pursuant to Education Code 84043, for the quarter ending March 31, 2005, and directs that copies be forwarded to the California Community Colleges Chancellor's Office and to the Office of the Imperial County Superintendent of Schools, as required by law.

VI.7 Resolution No. 13244: **QUARTERLY INVESTMENT REPORT**

WHEREAS effective January 1, 1996, Government Code Section 53646 requires schools districts to annually give a statement of investment policy to their governing boards; and

WHEREAS effective January 1, 1996, Government Code section 53646 requires that the chief business officer submit a quarterly report to the governing board including the type of investment, issuer, date of maturity, par and dollar amount invested in all securities, and investments and monies held by the district; and

WHEREAS all investments for the Imperial Community College District are on deposit with the Treasurer of the County of Imperial.

NOW, THEREFORE BE IT RESOLVED that the Board accepts the County of Imperial Statement of Investment Policy as the policy governing investments for the Imperial Community College District.

**IMPERIAL COUNTY TREASURER**  
**Portfolio Management**  
**Portfolio Summary**  
**March 31, 2005**

Investments	Par Value	Market Value	Book Value	% of Portfolio	YTM 360 Equiv.	YTM 366 Equiv.	Days to Maturity	Term
	59,500,000.00	59,500,000.00	59,500,000.00	22.35	2.437	2.471	1	1
	8,808,000.00	8,808,000.00	8,808,000.00	3.31	2.907	2.948	449	783
	26,996,596.16	26,740,066.78	27,514,842.22	10.33	3.246	3.291	1,119	1,740
	171,040,000.00	167,793,513.44	170,432,639.38	64.01	3.282	3.338	1,181	1,479

<b>Cash</b>								
Passbook/Checking (not included in yield calculations)	39,580,008.63	39,580,008.63	39,580,008.63		0.296	0.300		
<b>Total Cash and Investments</b>	<b>305,894,604.81</b>	<b>302,421,617.85</b>	<b>306,835,590.23</b>		<b>3.084</b>	<b>3.126</b>	<b>874</b>	<b>1,162</b>

	March 31 Month Ending	Fiscal Year To Date
<b>Total Earnings</b>		
Current Year	688,864.47	5,157,821.86
Average Daily Balance	289,886,136.29	247,225,266.37
Effective Rate of Return	2.80%	2.78%

In accordance with the provisions of Section 53607 and 53646 of the Government Code, the laws and regulations of the State of California and authority granted by the Imperial County Board of Supervisors the County Treasurer is responsible for investing all the funds in the County Treasury not needed for current commitment. This statement denotes the ability of the local agency to meet its pool's expenditure requirements for the next six months.

**3 MONTH HISTORY OF CASH AND INVESTMENTS:**

=====

CURRENT \$ 305,835,590.23

LAST MONTH \$ 403,709,350.49

PREVIOUS MONTH \$ 287,121,057.92

*Karen Vogel*  
 Karen Vogel, Interim Treasurer/Tax Collector

4-19-05



VI.8 Resolution No. 13245: **GANN APPROPRIATION LIMIT HEARING**

BE IT RESOLVED that the Board declares its intent to hold a public hearing on the establishment of the Gann Appropriation Limit for 2005-2006, at the June 21, 2005, regular meeting of the Board of Trustees. Notice of said hearing will be posted at least 15 days prior to June 21, 2005.

VI.9 Resolution No. 13246: **2005-2006 BOARD GOALS**

BE IT RESOLVED that the Board adopts the following 2005-2006 Goals:

Goal One (Visioning): Continue to lead and foster the implementation of the vision of making Imperial Valley College a community wide resource for its diverse stakeholders.

Goal Two (Programs): Accommodate increasing enrollment by continuing to seek programs that respond to community needs and facilitate student learning, such as weekend college, fast track, distance learning and ASPIRE (Acknowledging Students Prepared in Recognized Excellence).

Goal Three (Quality Staff): Support efforts to develop and maintain the quality of IVC's staff by providing a fiscally responsible and attractive salary benefit package, excellent working conditions and a collegial working environment.

Goal Four (Finance): Continue to monitor and direct the finances and budget of Imperial Valley College to insure IVC meets the needs of its students and the community. That includes providing supervision and overseeing the appropriate and legal dispersal of all funds generated by the 2004 General Obligation Bond (Measure L).

Goal Five (Governance): Maintain the Board's unity of purpose by continuing open dialogue and discussion and by developing skills and knowledge of individual Board members to insure the Board continues to act as a team on behalf of the larger community.

Goal Six (Communications): Be the link between the community and the college regarding IVC's educational processes and its image.

VI.10 Resolution No. 13247: **STRATA INFORMATION GROUP**

BE IT RESOLVED that the Board approves entering into an agreement with STRATA INFORMATION GROUP, and Information Technology Consulting Firm, to assist in continuing the upgrading of the Banner system in the amount of \$90,000.00 effective May 10, 2005.

**FISCAL IMPACT STATEMENT: Consulting fee in the amount of \$90,000.00 to be paid out of the remaining Lease Revenue Bond (Banner Implementation) funds.**

VI.11 Resolution No. 13248: **SPECTRUM PACIFIC**

BE IT RESOLVED that the Board approves entering into an agreement with Spectrum Pacific Learning Company LLC in the amount of \$6,250.00 for the purpose of providing services for an e-Learning Technology Camp (June 13-15, 2005) with a focus on:

- e-Learning Best Practices and Trends
- Using Technology to Teach Online
- Course Development and Design

**FISCAL IMPACT STATEMENT: \$6,240.00 paid by Title V ACCESO Grant funds.**

**VII. CONSENT AGENDA - EDUCATIONAL SERVICES**

VII.1 Resolution No. 13249: **2005-2006 ACADEMIC CALENDAR**

BE IT RESOLVED that the Board concurs with the beginning date of August 15, 2005 and ending date of June 10, 2005 for the 2005-2006 Academic Calendar as ratified by the IVC Chapter CCA/CTA.

BE IT FURTHER RESOLVED that the Board approves the following 2005-2006 Academic Calendar:

IMPERIAL COMMUNITY COLLEGE DISTRICT  
2005-2006 ACADEMIC YEAR

EARLIER AUGUST START  
5-WEEK/5-DAY  
INTERSESSION

2005 FALL TERM

AUGUST 2005						
SU	M	T	W	TH	F	SA
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

Aug 15-18, 2005 - Flex Days (4) **8/1**  
 Aug 19, 2005 - Orientation  
 Aug 27 - Sat Classes/Aug 22 Reg Semester

2006 SPRING TERM

JANUARY 2006						
SU	M	T	W	TH	F	SA
	3	4	5	6	7	
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Jan 2 - New Years Day Obsvd (1/1/06)  
 Jan 16 - M L King Day (Closed)  
 5-Week Intercession **23**  
 CAMPUS OPEN - Jan 3-4, 2006

2006 SUMMER TERM

JUNE 2006						
SU	M	T	W	TH	F	SA
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

6-Week Session/4-Day **23** **2/1**  
 July 4 - Independence Day (Closed)

SEPTEMBER 2005						
SU	M	T	W	TH	F	SA
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

September 5 - Labor Day (Closed) **2/14**

MARCH 2006						
SU	M	T	W	TH	F	SA
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

Feb 17 - (Lincoln's BD)(12/Obsvd) (Closed) **10/1**  
 Feb 18 - Sat (LB Obsv) (Closed)  
 Feb 20 - (Washington's BD/Obsvd) (Closed)  
 Feb 10 - Spring Term Begins  
 Feb 10 - Flex Day (1)

NOVEMBER 2005						
SU	M	T	W	TH	F	SA
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Nov 11 - Veterans Day (Closed) **19/2**  
 Nov 12 - Sat (11/11)Cisu/VD Obsv  
 Nov 24 & 25 - Thanksgiving Recess (Closed)

MAY 2006						
SU	M	T	W	TH	F	SA
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

May 29 - Memorial Day (Closed) **22/4**  
 Apr 16 - Easter  
 Apr 17-22 - Spring Break (Campus Closed)

DECEMBER 2005						
SU	M	T	W	TH	F	SA
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

Dec 25 - Christmas (26th Observed) **7/2**  
 Campus Open - Dec 12 - 16  
 Campus Closed - Dec 19 - Jan 2, 2006

LEGEND

Legal Holiday(s)	10
Fall Term	August 15-December 16, 2005
Fall (Regular Session) Begin/End	7/8 August 22-December 10, 2005
Fall - Saturday Classes	14 Aug 27 - Begin/Dec 10 - End
Orientation (Fac Serv Day/Required)	August 19 - Friday
Flex Activity Days	4 August 15-18, 2005
Winter Recess	Dec 19, 2005-Jan 2, 2006
Winter Intercession (5-Weeks) (5-Weeks - Mon thru Fri)	23 January 5-February 7, 2006 (Campus OPEN - Jan 3-4, Feb 8-10, 2006)
Spring Term	February 10-June 10, 2006
Spring (Regular Session) Begin/End	7/8 Feb 13 - June 9, 2006
Spring - Saturday Classes	14 Feb 25 - Begin/June 3 - End
Commencement (Fac Serv Day/Required)	1 June 10, 2006 - Saturday
Spring Recess	April 17-22, 2006
Flex Activity Days	1 February 10, 2006
Summer Term	
6-Week Session	23 Jun 19-July 27 (Accommodates HS)

Labor Day	September 5, 2005	New Years Day	January 2, 2006 (01/01/06)
Veterans Day	November 11, 2005	Martin Luther King	January 16, 2006
Thanksgiving	November 24 & 25, 2005	Lincoln Birthday	February 17, 2006 (02/12)
Christmas Day	December 25, 2005	Washington Birthday	February 20, 2006
Winter Recess		Memorial Day	May 29, 2006
		Independence Day	July 4, 2006

Instructional Days (M thru F) = 152 ( Fall 76 Spr 76 ) Faculty Services Days # 2  
 Instructional Days (Saturdays) = 28 ( Fall 14 Spr 14 ) Flex Activity Days 5  
 Instructional Days - TOTAL = 180 Inter/Summer Sessions  
 Winter Session 5-Week 24 6-Week Summer 23  
 DOES NOT COUNT SUMMER SESSION DAYS  
 GRAND TOTAL (Fall+Spr+Sats+Flex+Serv) = 187  
 GRAND TOTAL with Winter Session Only = 210

VII.2 Resolution No. 13250: **OUT-OF-COUNTRY TRIP FOR BUSINESS CLUB**

BE IT RESOLVED that the Board authorizes the following Business Club students and faculty advisor to attend an Ensenada Cruise from June 10 to June 13, 2005 (The cruise will depart from San Pedro, California, and will continue on to Ensenada, Mexico):

Maria Virginia Figueroa  
Maria Teresa Jauregui  
Sergio Mora  
Aram F. Ortega  
Jose de Jesus Perez  
Lilya Simpson  
Luis Talavera  
Alma Carolina Urquidez  
Denisse A. Ypiña  
Aaron Carlos Estrada  
Angie Ruiz, Club Advisor

VII.3 Resolution No. 13251: **MEDICAL DIRECTORSHIP AGREEMENT FOR EMERGENCY MEDICAL SERVICES PROGRAM**

WHEREAS the Emergency Medical Services (EMS) Program is required, for accreditation purposes, to have a Medical Director in charge of the program who is a qualified physician, licensed to practice medicine in the State of California, and is an emergency medicine specialist, and has the requisite skills, education, training and certification;

WHEREAS the Agreement with Bruce E. Haynes, M.D., to take effect on July 1, 2005, to be renewed through June 30, 2006, and

BE IT NOW RESOLVED that the Board approves the recommendation of the Vice President for Academic Services, and the Director of Nursing Education and Health Technologies, to renew the Medical Directorship Agreement effective July 1, 2005 through June 30, 2006, at a for a total compensation of no more than \$14,040.00 per year.

VII.4 Resolution No. 13252: **STUDENT EQUITY PLAN**

WHEREAS the Board approved the IVC Student Equity Plan on February 12, 2005 by Resolution No. 13198; and

WHEREAS the IVC Student Equity Plan called for the designation of a Student Equity Coordinator to work with the Institutional Researcher to collect data on a regular basis related to student equity; and

WHEREAS the IVC Student Equity Plan, Goal 1, called for the "development of the job description and request for approval and funding to the ICCD Board of Trustees" to be "jointly prepared by the Vice President for Academic Services, Vice President for Student Services, President of the Academic Senate, and Chairperson of the College Council;

NOW BE IT RESOLVED that the Board approves the establishment of a Student Equity Coordinator as follows:

**SELECTION:**

The Student Equity Coordinator will be selected annually by the Vice President for Student Services, Vice President for Academic Services, the President of the Academic Senate, and the Chairperson of the College Council, selected from the full-time, tenured faculty.

**COMPENSATION:**

The Student Equity Coordinator will receive a \$4,000 annual stipend effective July 1st of each year.

**RESPONSIBILITIES:**

- The Student Equity Coordinator will work with the Institutional Researcher to collect data on the identified student population groups related to (1) Access, (2) Course Completion, (3) ESL and Basic Skills Completion, (4) Degree/Certificate Completion, and (5) Transfer. For each of the five areas, the collected data is expected to demonstrate trends and patterns among the identified student population groups. These trends and patterns, viewed over time, are expected to give the campus a better understanding of how the identified student population groups are (or are not) being served by the campus.

- The Student Equity Coordinator will report her/his findings to the Academic Senate, College Council, Administrative Council, and Board of Trustees. Reports to the Academic Senate, College Council, and Administrative Council should be given at least once each semester. The Student Equity Coordinator should report to the ICCD Board of Trustees at least once each academic year.
- The Student Equity Coordinator will work with the Academic Senate and College Council to develop goals and/or activities to respond to the trends and patterns exhibited in the collected data for the identified student population groups related to (1) Access, (2) Course Completion, (3) ESL and Basic Skills Completion, (4) Degree/Certificate Completion, and (5) Transfer.
- Depending on the trends and patterns expressed by the collected data, the Student Equity Coordinator, Academic Senate, and College Council may a range of possible responses up to and including "extensive" objectives and/or activities
- The Student Equity Coordinator will prepare a Student Equity Plan report annually, reporting on the data collected, the meetings with the Academic Senate, College Council, and Administrative Council, and the goals and/or activities of the campus for the identified student population groups related to (1) Access, (2) Course Completion, (3) ESL and Basic Skills Completion, (4) Degree/Certificate Completion, and (5) Transfer. The annual report is expected to provide an update on the status of data collection, review, development of goals and/or activities, and any shifts in the trends and patterns within the identified student population groups related to the target areas.
- The Student Equity Plan will need to be prepared and approved by the appropriate bodies according to a schedule based upon potential due dates established by the Chancellor's Office for California Community Colleges.
- The Student Equity Coordinator will be supervised/monitored by the Vice President for Student Services.

VII.5 Resolution No. 13253: **2004-2005 CANDIDATES FOR GRADUATION**

BE IT RSOLVED that the Board approves the following 200-2004  
Candidates for Graduation:

**FALL 2004 GRADUATES**

Alvarado, Jacqueline, A.S.	* *	Hernandez, Blanca, A.A.	*	Padilla, Imelda, A.A.
Arredondo, Carmen, A.S.		Hernandez, John, A.S.		Padilla, Jennifer, A.S.
Brammer, Stephanie, A.A.		Hinojosa Jr., Roberto, A.S.	*	Palafox, Monica, A.A.
Briseno, Jose, A.A.		Hofer, Heather, A.S.		Prieto, Maria, A.S.
* *	*	Jaramillo, Corina, A.S.	*	Quarcelino, Amy, A.A.
* Canaris, Amanda, A.S.	*	Jauregui, Maria, A.A.	*	Quijada, Maria, A.A.
* Chavez, Emiliano, A.S.	*	Jimenez, Maria, A.A.	*	Radcliff, John, A.A.
* Chavez, Oscar, A.S.	*	Jordan, Janella, A.A.,A.S.	*	Ramirez, Jose, A.S.
* Coronel, Alejandro, A.A.	*	Lopez, Luz, A.A.	*	Rascon, Daniela, A.S.
* * Crittendon, Jennifer, A.S.	*	Lopez Peregrino, Bertha, A.A.	*	Rathbun, Amy, A.S.
* Cruz, Colleen, A.S.		Luna, Cassandra, A.A.		Reyna, Sandra, A.S.
* Dewitt, Nichole, A.A.	* *	Magana, Zoila, A.A.		Rios, Zarina, A.S.
Dominguez, Victor, A.S.	*	Marquez, Armando, A.S.	*	Robles, Sonia, A.S.
Duarte, Maria, A.A.	*	Martin , Isabel, A.A.	*	Rodriguez, Dora, A.S.
* Espinoza, Yvette , A.S.	*	Martinez, Eloy, A.S.	* *	Ruiz, Christina, A.S.
* Esquer, Carla, A.A.	*	Martinez Haros, Glenda , A.S.	*	Ruiz, Juanita, A.S.
Farrier, Paul , A.S.	* *	Melendrez, Cynthia, A.A.	*	Ruiz, Norma, A.A.
Felix, Ascencion, A.S.	*	Mendez , Jennifer, A.S.	*	Salgado, Yvonne, A.A.
Fernandez, Brenda, A.A.	*	Mercado, Maria Luz, A.A.	*	Sanchez, Brenda, A.A.
* Finnigan, Vanessa, A.A.	*	Mercado, Maria, A.S.	*	Sandoval, Hilda, A.S.
Flores, Karla, A.A.	*	Meza Ocana, Rosa , A.S.	*	Sierra, Areli, A.A.
Fuentes, Jose, A.S.	*	Munoz, Brenda, A.S.	*	Silva , Bibiana, A.S.
Gamez, Norma, A.A.	*	Munoz, Catalina, A.A.	*	Thompson, Amelia, A.A.
Garcia, Yolanda, A.A.	*	Navarro , Elsa, A.S.	*	Tackett, Mary, A.A.
Garner, Astra, A.S.	*	Navarro, Ida, A.S.	*	Tapia, Andres, A.A.
* Garza , Ramon, A.A.	*	Negrete Jacobs, Barbara, A.A.	*	Trujillo, Caroline, A.A.
Gasca, Yolanda, A.S.	*	Nietzke, Jaclyn, A.A.	*	Urias, Melissa, A.S.
Goddard, Letty, A.S.	*	Obeso, Clara, A.A.	*	Uribe, Julio , A.S.
Gonzalez, Alejandra, A.A.	*	Ortiz, Consuelo, A.S.	*	Valdez, Karla, A.S.
Gonzalez, Carmen, A.S.	*	Ortiz, Jonathan, A.A.	*	Valles , Margaret, A.A.
Guevara, Bethzyra, A.S.	*	Owen, Rebecca, A.A.	*	West. Keri, A.S.
* Gutierrez, Reyna, A.S.	*	Pacheco, Mauro, A.A.		
Haro, Lorena, A.A.				

**SPRING 2005 GRADUATES**

Acevedo, Benjamin, A.A., A.S.	Albright, Susan, A.S.	Armenta Perezchica, Lydia, A.A.
* Acosta, Fernando, A.A.	Amador, Joanna, A.A.	Arredondo, Luz, A.S.
* Adame, Frank, A.A.	Ambriz, Estela, A.A.	Arthur, James, A.S.
* Adams, Anthony, A.S.	Amidon, Jacob, A.A.	* Avrit, Debra, A.S.
* Aguirre, Carolina, A.S.	Arciniega Tolentino, Teresa, A.A.	Benitez, Jose, A.A.
	* Arevalo, Anthony, A.A.	* * Blanco, Maria, A.A.
	Armendariz, Karla, A.A.	* * Bonilla, Marcela, A.S.



BurrueI, Marcos, A.S.	Eugenio, Crystal, A.A.	Landing, Brenda, A.S.
Cabrera, Heidi, A.A.	* Fabian, Maria, A.A.	Lechuga, Elizabeth, A.A.
* * Camacho, Alejandra, A.A.	* * Fernandez, Ida, A.A.	* Leonhardt, Noemi, A.S.
* Cardenas, Carmen, A.A.	Figueroa, Hiliana, A.S.	* * Lerma, Suzanne, A.S.
Cardenas, Monica, A.A.	* * Figueroa, Maria, A.S.	LeRoy, Kenneth, A.S.
Cardenas, Jr., Sergio, A.S.	* Figueroa, Renee, A.A.	Leyva, Noe, A.A.
* * Carmona, Annette, A.S.	* Finnigan, Vanessa, A.A.	Lopez, Allen, A.S.
Casillas, Ariel, A.S.	Flores, Diana, A.A.	Lopez, Gabriela, A.S.
Castillo, Dalia, A.A.	* Flores, Emma, A.A., A.S.	* Lopez, Jorge, A.A.
* Castillo-German, Guillermo, A.A.	* Gamboa, Blanca, A.S.	Lopez, Louis, A.A.
Castorena, Fernando, A.S.		* Lopez, Valerie, A.A.
Castro, Denisse, A.A.		* Lopez Lugo, Maria, A.A.
Castro, Elvia, A.A.	* Garcia, Cecilia, A.S.	* Luna, Alfredo, A.A., A.S.
* Castro, Karina, A.S.	Garcia, Hector, A.A.	* * Luna, Daniel, A.A.
* Castro, Karla, A.S.	* Garcia, Michael, A.S.	* * Luna, Marisa, A.A., A.S.
Castro, Martha, A.A.	Garrison Page, Sandra, A.A.	Magallanes, Airam, A.A.
Caswell, Michael, A.A.	Garza, Martin, A.A.	Magana, Carla, A.A.
Celis, Jorge, A.A.	Gavina, Juana, A.A.	* Mares, Barbara, A.S.
Cervantes, Carolina, A.S.	Godinez, Zulema, A.S.	Marin, Alejandro, A.A.
* Chaparro, Paul, A.S.	* Godsey, Tina, A.A.	Marin, Veronica, A.A.
* * Chase, Joseph, A.A.	* Gomez, Leticia, A.S.	Martin Rivas, Isabel, A.A.
	Gomez-Orozco, Iliana, A.S.	Martinez, Claudia, A.A.
	Gonzales, Vanessa, A.S.	* Martinez, Hector, A.A.
* Chavez, Carolina, A.A.	* * Gonzalez, David, A.S.	* Martinez, Jessica, A.A.
Chavez, Yuridia, A.S.	Gonzalez, Jesus, A.A., A.S.	Martinez, Sandra, A.S.
* Cisneros, Juan, A.S.	Gonzalez, Jose, A.S.	Matthews, Erin, A.A.
Cisneros, Monica, A.S.	Gonzalez Caloca, Mayra, A.A.	* Maturino, Carlos, A.A.
Clayton, Gabrielle, A.S.	* * Grado, Candy, A.A.	* McFadden, Kareen, A.A.
Contreras, Claudia, A.A.	* Grajeda, Carol, A.A.	* Medrano, Evi, A.A.
Cooper-Johnston, Sandra, A.S.	* Green, JoAnn, A.A.	* Mendez, Sarah, A.A.
* Coronel, Janeth, A.S.	* Guerrero, Gabriel, A.A., A.S.	* Mendoza, Nahum, A.S.
Cruz, Melissa, A.S.	Gutierrez, Karen, A.A.	* * Mercado, Edgar, A.A.
Curiel, Maria, A.S.	Guzman, Jose, A.A.	Mercado, Patricia, A.A.
Darby, Griselda, A.S.	* Guzman, Marissa, A.A., A.S.	Meza, Sandra, A.S.
* Davila, Gabriela, A.A.	Hale, Melissa, A.A.	Moler, Avery, A.S.
De La Cruz, Olga, A.A.	Hernandez, Dania, A.S.	* Molina, Genoveva, A.A.
* * De Leon, Corinna, A.A.	Herrejon, Luis, A.S.	Molina, Karla, A.S.
* Delgado, Araceli, A.A.	Herrera, Ryan, A.S.	* Monroe, Christopher, A.A.
Dhaliwal, Parminder, A.S.	Hofer, Heather, A.S.	Moreno, Abraham, A.A.
Diaz, Bertha, A.A.	Hutcheson, Sean, A.S.	* Nakadaira, Rita, A.S.
* Diaz Boves, Angelica, A.S.	Jaime, Irene, A.S.	Navarro, Christian, A.S.
Diaz Quintana, Gibran, A.A.	* Jaime, Jennifer, A.A.	Navarro Bernal, Beatriz, A.S.
Diaz-Valenzuela, Felisa, A.A.	Jaramillo, Rosa, A.A., A.S.	* Niebla, Gerardo, A.A.
Domenzain, Michael, A.S.	Jasmin, Elizabeth, A.A.	Noriega, Michael, A.A.
* Duenas, Mabel, A.A.	* Jimenez, Anthony, A.S.	* Noriega, Rafael, A.S.
* Duran, Jimmy, A.S.	* Jimenez, Dahlia, A.A., A.S.	Ochoa, Vanessa, A.S.
Duran, Ruben, A.S.	* Jimenez, Xavier, A.A.	Ojeda Perez, Maria, A.A.
Duran, Silvia, A.S.	* Jimenez Mendez, Cecilia, A.S.	* Olvera, Laura, A.A.
* Emerson, Keith, A.A.	Johnson, Ross, A.A., A.S.	Omana, Sergio, A.S.
* Enz, Sarah, A.A.	Jones, Syllenia, A.S.	* Orozco, Elizabeth, A.A.
Escalante, Victoria, A.A.	Juarez, Maria, A.S.	Ortega, Aram, A.S.
* Escareno, Elisa, A.S.	* * Kilgore, Keri, A.S.	* Ortega-Ainza, Sylvia, A.A.
* Escobar, Guadalupe, A.A.	* * Krimm, Dixie, A.S.	* Ortiz, Christian, A.A.

- \* Ortiz-Cortez, Adriana, A.A.
- Padilla, Evelia, A.S.
- \* Palafox Castillo, Bertha, A.S.
- Pasillas, Adriana, A.S.
- \* \* Perez, Guadalupe, A.A.
- Perez, Irma, A.A.
- Perez, Veronica, A.S.
- \* Perez, Veronica A., A.A.
- Perry, Daniel, A.S.
- Piceno, Leslie, A.A.
- \* Pineda, Carlos, A.S.
- \* Pinedo, Marie, A.A., A.S.
- Pizano, Gabriela, A.A., A.S.
- Quevedo, Nubia, A.A.
- \* Quintanar, Rosa, A.A.
- \* Quintero, Teresa, A.S.
- \* \* Raguini, Sarah, A.A.
- Ramirez, America, A.S.
- Ramirez, Eric, A.S.
- Ramirez, Francisco, A.S.
- Ramirez, Netty, A.S.
- Ramirez, Jr., Harry, A.S.
- \* Ramos, Cynthia, A.A.
- \* Reed, Adrienne, A.A.
- Regla-Valenzuela, Mayra, A.A.
- \* \* Rios, Denice, A.A.
- Rios Pacheco, Mario, A.S.
- Rivera, Brenda, A.S.
- \* Rizo, Evangelina, A.S.
- \* Rocha, Marcos, A.S.
- Rodriguez, Denya, A.A.
- Rodriguez, Laura, A.S.
- Romo, Patricia, A.S.
- \* \* Rosales-Lopez, Mellissa, A.A.
- Rosas, Diana, A.S.
- Rosas, Steve, A.A.
- \* Rubio, Cayetano, A.A.
- Ruiz, Carmelo, A.A.
- \* \* Ruiz, Maria, A.A.
- \* Saldivar, Tania, A.A.
- Sanchez, Cesar, A.S.
- Sanchez, Jose, A.A., A.S.
- Sanders, Brandon, A.S.
- Sandoval, Elizabeth, A.A.
- \* Sandoval, Lydia, A.A.
- Sarmiento, Maria, A.S.
- Sesma, Joanna, A.S.
- Siqueiros, Yanira, A.S.
- Smith, Mary Ann, A.S.
- Stevenson, Martha Maxine, A.A.
- Sturgess, Olivia, A.A.
- Tabarez, Nadia, A.S.
- \* Tabarez, Pompeyo, A.S.
- Tavernier, Sarah, A.S.
- Teran, Elvia, A.A.
- \* Trethewey, Robert, A.S.
- \* \* Tirado, Loly, A.A.
- \* \* Tiznado, Guadalupe, A.A.
- \* Torregrosa, Enrique, A.S.
- Troncoso, Maria, A.S.
- \* Urias, Kimberly, A.A.
- Valadez, Cynthia, A.S.
- Vale, Samuel, A.A.
- Valtierra, Monica, A.S.
- Vargas, Claudia, A.A.
- Vasquez, Berenice, A.S.
- Vega, Estella, A.S.
- \* Vega, Karina, A.S.
- Velazquez, Sophia, A.S.
- Villarreal, Joe, A.S.
- Villasenor, Maria, A.A.
- Vizcarra, Juan, A.S.
- Von Borstel, Socorro, A.S.
- \* Watson, Evelyn, A.A.
- Wong, Francisco, A.S.
- Wong, Sukiyiva, A.A.
- Yahuaca, Martha, A.S.
- Zamudio, Robert, A.A., A.S.
- Zendejas, Cynthia, A.S.

### SUMMER 2005 GRADUATES

- Acosta, Alfa, A.A., A.S.
- Aguilar, Karla, A.A.
- Ambrocio, Gabia, A.A.
- Anaya, Veronica, A.A.
- Arambula, Gloria, A.S.
- Araujo, Claudia, A.A.
- Arce, Concepcion, A.S.
- Arias, Alicia, A.A.
- Arias, Viridiana, A.S.
- Arredondo, Maria, A.A.
- Barajas, Juan, A.S.
- Bedolla C., Ma. Dolores, A.A.
- Bejarano, Elisa, A.S.
- Blanco, Jose, A.A.
- Cabrera, Tanya, A.A.
- Camacho, Gabriela, A.A.
- Camacho Zavala, Maria, A.A.
- Camargo, Iris, A.A.
- \* Castillo Olvera, Mario, A.S.
- Ceballos, Elizabeth, A.A.
- Chacon Buzo, Yanira, A.A.
- Cochran, Brett, A.A.
- Coronado, Ruth, A.S.
- Cortez, Laura, A.A.
- \* Crockett, Claudia, A.S.
- \* \* De Anda, Javier, A.A.
- Duenas, Carolina, A.A.
- Durazo, Vianey, A.A.
- Eddins, Adrian, A.S.
- \* Estrada, Virginia, A.A.
- \* Figueroa, Nancy, A.S.
- Ford, Kyra, A.A.
- Gallaga, Miguel, A.S.
- \* Gamboa, Maria, A.A.
- \* Garcia, Guadalupe, A.S.
- Garcia, Rosa, A.A.
- \* Garcia Meza, Rigoberto, A.S.
- \* Garibay Luna, Silvia, A.A.
- \* Garnica, Donna, A.A.
- Godinez, Amanda, A.S.
- Gomez, Freddy, A.A.
- \* Gonzales, Christopher, A.A.
- \* Gonzales, Esmeralda, A.A.
- Gonzalez, Azucena, A.A.
- Gonzalez, Brenda, A.A.
- Gonzalez, Carolina, A.S.
- Gonzalez, Dulce, A.A.
- Gonzalez, Luis, A.A.
- Granados, Nancy, A.A.
- Grijalva, Nichole, A.S.
- Guerrero, Margarita, A.S.
- Gutierrez, Rosa, A.A.
- Hirales, Jose, A.S.
- Ibarra, Karina, A.S.
- Ibarra, Liliana, A.A.
- Irungaray, Lisa, A.S.
- Layton, Lauren, A.A.
- Lopez, Carmen, A.S.
- \* Mancha, Cynthia, A.S.
- Marin, Daniel, A.A.
- Marquez, Jr., Jose, A.S.
- Martinez, Alicia-Rose, A.A.
- Martinez, Carla, A.A.
- \* Medrano, Maria, A.A.
- Melendez, Miguel, A.S.
- Mendez, Sara, A.A.

Mercado, Maria, A.A.	Reyes Morgan, Gilberto, A.A.	Urias, Jesus, A.A.
Miranda, Ivonne, A.A.	* Rico Murillo, Francisca, A.S.	* Vale, Jose, A.A.
* Mojica, Cristina, A.S.	Rios, Daniel, A.S.	Valencia, Tina, A.S.
Morrison, Adriana, A.S.	Roa, Alejandrina, A.A.	Vasquez, Marissa, A.A.
* * Mosqueda, Victoria, A.A.	Rodarte, Alejandra, A.A.	* Velasquez, Annet, A.A.
Murga, Maria, A.S.	Romo, Patricia, A.A.	Velazquez, Cynthia, A.A.
* Navarro, Christina, A.S.	Rosales, Norma, A.S.	Velazquez, Zobeida, A.A.
* Ortega, Yuvitza, A.A.	Ruiz Romero, Mitzi, A.A.	Von Borstel, Socorro, A.S.
Ortiz, Cinthya, A.S.	* Sanchez, Adela, A.S.	Welch, Jacob, A.A.
* Padilla, Maria, A.A.	Sanchez, Jose, A.A.	* * Ypina, Denisse, A.S.
* Parra, Julian, A.A.	Smith, Sonia, A.A., A.S.	Zamudio, Yuridiana, A.S.
Peralta, Jazmin, A.A.	* Solorzano, Christina, A.A.	Zier, Lisset, A.A.
* Perez, Cindy, A.A.	Talavera, Luis, A.S.	
Pineda, Tanya, A.S.	Toledo, Magaly, A.A.	
Ramirez, Joanna, A.S.	* * Topete, Roscio, A.A.	
Ramirez, Netty, A.A.	Trejo, Miriam, A.A.	
Regla, Jose, A.A.	Turk, Dianne, A.S.	

#### VIII. CLOSED SESSION

1. CONFERENCE WITH LABOR NEGOTIATORS  
District Negotiator: Dr. Marion Boenheim  
Employee Organizations: IVC Chapter CTA/NEA and CSEA  
Chapter 472
2. CONFERENCE WITH SUPERINTENDENT/PRESIDENT  
RE: Employment Contracts of Unrepresented Employees: IVC  
Administrators and Classified Managers
3. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE

#### IX. OPEN SESSION

Announcement of final action taken

#### X. CONSENT AGENDA - HUMAN RESOURCES

##### X.1 Resolution No. 13254: **ADMINISTRATIVE RETIREMENT**

BE IT RESOLVED that the Board accepts, with sincere regret, the retirement of Eileen Buckel, Dean of Learning Services, effective August 31, 2005.

BE IT FURTHER RESOLVED that sincere appreciation is expressed for her 12 years of dedicated service to Imperial Valley College.

**X.2 Resolution No. 13255: ACADEMIC RETIREMENT**

BE IT RESOLVED that the Board accepts, with sincere regret, the retirement of Peter Suczek, Professor of Psychology and Sociology, effective May 31, 2005.

BE IT FURTHER RESOLVED that sincere appreciation is expressed for his 31 years of dedicated service to Imperial Valley College.

**X.3 Resolution No. 13256: INTERIM DEAN OF INFORMATION TECHNOLOGY/CONSULTANT**

BE IT RESOLVED that the Board approves the hiring of Richard Middaugh to provide consulting services and act as Interim Dean of Information Technology/Consultant beginning April 14, 2005 through July 14, 2005, or until a permanent full-time position is filled.

BE IT FURTHER RESOLVED that Dr. Kendra Jeffcoat, Vice President for Academic Services is authorized to negotiate the terms of this agreement.

***Fiscal Impact Statement: Total monthly cost of \$15,000.00 to be paid out of the remaining Lease Revenue Bond funds (Banner Implementation).***

**X.4 Resolution No. 13257: MEMORANDUM OF UNDERSTANDING BETWEEN THE DISTRICT AND IVC CHAPTER OF CCA/CTA/NEA**

BE IT RESOLVED that the Board approves the following Memorandum of Understanding between the District and IVC Chapter of CCA/CTA/NEA as follows:

This agreement, which is subject to ratification, is entered into between the Imperial Community College District and the Imperial Valley College Chapter of CCA/CTA/NEA for the fiscal years of 2005-2006, 2006-2007, and 2007-2008.

**FACULTY COMPENSATION****1. Base Salary**

- Adopt new faculty salary schedules as per the attached Exhibits A1-A7 for the 2005-2006 academic year, effective July 1, 2005.

- A five percent (5%) on-schedule salary increase for the 2006-2007 academic year, effective July 1, 2006.
- A five percent (5%) on-schedule salary increase for the 2007-2008 academic year, effective July 1, 2007.

## 2. Overload Rate

- Increase the overload rate over the next three (3) years according to the following rate schedule:
  - \$40.00 per hour effective with the 2005-2006 academic year,
  - \$50.00 per hour effective with the 2006-2007 academic year,
  - \$60.00 per hour effective with the 2007-2008 academic year.

## 3. Summer Session

- No changes to the pro-rata pay rate as computed per the existing formula for all summer session courses taught by a unit member.\*

## 4. Winter Intersession

- Winter intersession is agreed to be outside of the regular academic year contract for the purposes of compensation. Winter intersession is to be paid at the same pro-rata pay rate formula computed per the existing formula for summer session, for all winter intersession courses taught by a unit member.\*

\* If a Summer and/or Winter Intersession course does not meet seventy-five percent (75%) of enrollment quota, or twenty (20) students, whichever is less, the Vice-President of Academic Services reserves the right to cancel said course, or may choose to continue to offer under-enrolled courses for academic reasons as addressed in Board Policy (Section 4.8). Furthermore, a unit member whose course is canceled reserves the right to maintain unit load level up to two (2) courses or nine (9) units, whichever is greater, by replacing the canceled course with an adjunct instructor's course.

HEALTH INSURANCE BENEFITS

- Health and welfare insurance benefits shall be maintained at the current level for the 2005-2006 fiscal year.

RE-OPENER

In the event that the Imperial Community College District does not receive the anticipated 8% increase in funding for the 2004-2005 academic year when the California State budget is signed, ARTICLE 16, COMPENSATION, and ARTICLE 17, INSURANCE shall be renegotiated in such a way as to preserve the financial balance of the District.

FISCAL IMPACT STATEMENT:

Item #1: 2005-2006 \$796,028; 2006-2007 \$901,800; 2007-2008 \$946,890 - Total Estimated Cost: \$2,644,718

Item #2: 2005-2006 \$787,177; 2006-2007 \$793,080; 2007-2008 \$793,080 - Total Estimated Cost: \$2,373,277

Item #4 second bullet: Total Estimated Cost:\$224,316

177 Day Faculty Salary Schedule  
Effective 2005 - 2006 Academic Year

Exhibit A1

Step	A	B	C	D	E
1	40,125	42,533	44,659	46,892	49,237
2	41,329	43,808	45,999	48,299	50,714
3	42,569	45,123	47,379	49,748	52,235
4	43,846	46,476	48,800	51,240	53,802
5	45,161	47,871	50,264	52,777	55,416
6	46,516	49,307	51,772	54,361	57,079
7	47,911	50,786	53,325	55,992	58,791
8	49,349	52,310	54,925	57,671	60,555
9	50,829	53,879	56,573	59,401	62,372
10	52,354	55,495	58,270	61,184	64,243
11	53,925	57,160	60,018	63,019	66,170
12	55,542	58,875	61,819	64,910	68,155
13	57,209	60,651	63,673	66,857	70,200
14	58,925	62,460	65,583	68,863	72,306
15	60,693	64,334	67,551	70,928	74,475
16	62,513	66,264	69,577	73,056	76,709
17	64,389	68,252	71,665	75,248	79,010
18	66,321	70,300	73,815	77,505	81,381
19	68,310	72,409	76,029	79,831	83,822
20	70,359	74,581	78,310	82,226	86,337

199 Day Faculty Salary Schedule  
Effective 2005 - 2006 Academic Year

Exhibit A2

Step	A	B	C	D	E
1	45,119	47,826	50,217	52,728	55,365
2	46,473	49,261	51,724	54,310	57,026
3	47,867	50,739	53,276	55,939	58,736
4	49,303	52,261	54,874	57,618	60,499
5	50,782	53,829	56,520	59,346	62,313
6	52,305	55,444	58,216	61,127	64,183
7	53,874	57,107	59,962	62,960	66,108
8	55,491	58,820	61,761	64,849	68,092
9	57,155	60,585	63,614	66,795	70,134
10	58,870	62,402	65,522	68,798	72,238
11	60,363	64,274	67,488	70,862	74,406
12	62,455	66,203	69,513	72,988	76,638
13	64,329	68,189	71,598	75,178	78,937
14	66,259	70,234	73,746	77,433	81,305
15	68,247	72,341	75,958	79,756	83,744
16	70,294	74,512	78,237	82,149	86,256
17	72,403	76,747	80,584	84,613	88,844
18	74,575	79,049	83,002	87,152	91,509
19	76,812	81,421	85,492	89,766	94,255
20	79,116	83,863	88,057	92,459	97,082



185 Day Division Chair Faculty Salary Schedule  
 Effective 2005 - 2006 Academic Year

Exhibit A3

Step	A	B	C	D	E
1	41,941	44,457	46,680	49,014	51,465
2	43,199	45,791	48,081	50,485	53,009
3	44,495	47,165	49,523	51,999	54,599
4	45,830	48,580	51,009	53,559	56,237
5	47,205	50,037	52,539	55,166	57,924
6	48,621	51,538	54,115	56,821	59,662
7	50,080	53,085	55,739	58,526	61,452
8	51,582	54,677	57,411	60,281	63,296
9	53,130	56,317	59,133	62,090	65,194
10	54,723	58,007	60,907	63,953	67,150
11	56,365	59,747	62,734	65,871	69,165
12	58,056	61,540	64,616	67,847	71,240
13	59,798	63,386	66,555	69,883	73,377
14	64,592	65,287	68,552	71,979	75,578
15	63,440	67,246	70,608	74,139	77,846
16	65,353	69,263	72,726	76,363	80,181
17	67,303	71,341	74,908	78,654	82,586
18	69,322	73,481	77,155	81,013	85,064
19	71,402	75,686	79,470	83,444	87,616
20	73,544	77,956	81,854	85,947	90,244

This salary schedule applies to Division chairs who support divisions  
 with 10 to 13 FTE Faculty

186 Day Division Chair Faculty Salary Schedule  
 Effective 2005 - 2006 Academic Year

Exhibit A4

Step	A	B	C	D	E
1	42,168	44,698	46,933	49,280	51,744
2	43,433	46,039	48,341	60,758	53,296
3	44,736	47,420	49,791	52,281	54,895
4	46,078	48,843	51,285	53,849	56,542
5	47,460	50,308	52,823	55,465	58,238
6	48,884	51,817	54,408	57,129	59,985
7	50,351	53,372	56,040	58,843	61,785
8	51,861	54,973	57,722	60,608	63,638
9	53,417	56,622	59,453	62,426	65,547
10	55,020	58,321	61,237	64,299	67,514
11	56,670	60,070	63,074	66,228	69,539
12	58,370	61,873	64,966	68,215	71,625
13	60,121	63,729	66,915	70,261	73,774
14	61,925	65,641	68,923	72,369	75,987
15	63,783	67,610	70,990	74,540	78,267
16	65,696	69,638	73,120	76,776	80,615
17	67,667	71,727	75,314	79,079	83,033
18	69,697	73,879	77,573	81,452	85,524
19	71,788	76,095	79,900	83,895	88,090
20	73,942	78,378	82,297	86,412	90,733

This salary schedule applies to Division chairs who support divisions  
 with 14 to 17 FTE Faculty

187 Day Division Chair Faculty Salary Schedule  
Effective 2005 - 2006 Academic Year

Exhibit A5

Step	A	B	C	D	E
1	42,395	44,939	47,186	49,545	52,022
2	43,667	46,287	48,601	51,031	53,583
3	44,977	47,675	50,059	52,562	55,190
4	46,326	49,106	51,561	54,139	56,846
5	47,716	50,579	53,108	55,763	58,551
6	49,147	52,096	54,701	57,436	60,308
7	50,622	53,659	56,342	59,159	62,117
8	52,141	55,269	58,032	60,934	63,981
9	53,705	56,927	59,773	62,762	65,900
10	55,316	58,635	61,567	64,645	67,877
11	56,975	60,394	63,414	66,584	69,913
12	58,685	62,206	65,316	68,582	72,011
13	60,445	64,072	67,275	70,639	74,171
14	62,258	65,994	69,294	72,758	76,396
15	64,126	67,974	71,373	74,941	78,688
16	66,050	70,013	73,514	77,189	81,049
17	68,032	72,113	75,719	79,505	83,480
18	70,072	74,277	77,991	81,890	85,985
19	72,175	76,505	80,330	84,347	88,564
20	74,340	78,800	82,740	86,877	91,221

This salary schedule applies to Division chairs who support divisions with 18 to 21 FTE Faculty

188 Day Division Chair Faculty Salary Schedule  
Effective 2005 - 2006 Academic Year

Exhibit A6

Step	A	B	C	D	E
1	42,622	45,179	47,438	49,810	52,301
2	43,901	46,535	48,861	51,305	53,870
3	45,218	47,931	50,327	52,844	55,486
4	46,574	49,369	51,837	54,429	57,150
5	47,971	50,850	53,392	56,062	58,865
6	49,411	52,375	54,994	57,744	60,631
7	50,893	53,946	56,644	59,476	62,450
8	52,420	55,565	58,343	61,260	64,323
9	53,992	57,232	60,093	63,098	66,253
10	55,612	58,949	61,896	64,991	68,241
11	57,280	60,717	63,753	66,941	70,288
12	58,999	62,539	65,666	68,949	72,396
13	60,769	64,415	67,363	71,017	74,568
14	62,592	66,347	69,665	73,148	76,805
15	64,470	68,338	71,755	75,342	79,110
16	66,404	70,388	73,907	77,603	81,483
17	68,396	72,500	76,125	79,931	83,927
18	70,448	74,675	78,408	82,329	86,445
19	72,561	76,915	80,761	84,799	89,038
20	74,738	79,222	83,183	87,342	91,710

This salary schedule applies to Division chairs who support divisions  
with 22 to 25 FTE Faculty

189 Day Division Chair Faculty Salary Schedule  
Effective 2005 - 2006 Academic Year

Exhibit A7

Step	A	B	C	D	E
1	42,849	45,420	47,691	50,075	52,579
2	44,134	46,783	49,122	51,578	54,157
3	45,459	48,186	50,595	53,125	55,781
4	46,822	49,632	52,113	54,719	57,455
5	48,227	51,121	53,677	56,360	59,175
6	49,674	52,654	55,287	58,051	60,954
7	51,164	54,234	56,945	59,793	62,782
8	52,699	55,861	58,654	61,587	64,666
9	54,280	57,537	60,413	63,434	66,606
10	55,908	59,263	62,226	65,337	68,604
11	57,585	61,041	64,093	67,297	70,662
12	59,313	62,872	66,015	69,316	72,782
13	61,092	64,758	67,996	71,396	74,965
14	62,925	66,701	70,036	73,538	77,214
15	64,813	68,702	72,137	75,744	79,531
16	66,757	70,763	74,301	78,016	81,917
17	68,760	72,886	76,530	80,356	84,374
18	70,823	75,072	78,826	82,767	86,906
19	72,948	77,324	81,191	85,250	89,513
20	75,136	79,644	83,626	87,808	92,198

This salary schedule applies to Division chairs who support divisions  
with 26 or more FTE Faculty

X.5 Resolution No. 13258: **LEAVE OF ABSENCE**

BE IT RESOLVED that the Board approves a leave of absence without health and welfare benefits for Daniel Trax, English Instructor, which is in accordance with Article 6.10 of the Agreement between the District and the IVC Chapter of CCA/CTA/NEA, and will be effective for the 2005-2006 Academic Year.

X.6 Resolution No. 13259: **EMPLOYMENT OF ACADEMIC PERSONNEL**

BE IT RESOLVED that the Board approves the following full-time tenure track academic personnel to be employed for the academic year 2005-2006, pending medical and background clearance:

<u>NAME</u>	<u>CLASSIFICATION/STEP</u>	<u>ASSIGNMENT</u>
Alibrandi, Thomas	Appropriate Classification and Step Contingent Upon Verification of Records	English as a Second Language

X.7 Resolution No. 13260: **EMPLOYMENT OF ACADEMIC PERSONNEL**

BE IT RESOLVED that the Board approves the following ACCESO Title V Grant (categorically funded through September 2009) full-time academic personnel to be employed effective May 9, 2005, pending medical and background clearance:

<u>NAME</u>	<u>CLASSIFICATION/STEP</u>	<u>ASSIGNMENT</u>
Carmona, Gloria	Appropriate Classification and Step Contingent Upon Verification of Records	Learning Support Specialist

X.8 Resolution No. 13261: **ACADEMIC SUMMER SESSION EMPLOYMENT**

BE IT RESOLVED that the following instructors be employed for the 2005 summer session at a salary computed in accordance with Resolution No. 1907. Employment is contingent upon sufficient enrollment.

<u>NAME</u>	<u>ASSIGNMENT</u>
Andres, Benny	History
Archuleta, Joe	Mathematics
Baeza, Fred	Welding
Barba, Cecilia	History
Bemis, Roberta	English
Biley, Patti	English as a Second Language
Byrd, Krista	Psychology/Sociology
Carlson, C. Marylynn	Nursing/Vocational Nursing
Carnes, Dennis	Biology
Coronel, Maria	Spanish
Craven, Julie	English
Cypher, Jackilyn	Vocational Nursing/Emergency Medical Technician Paramedic
David, Samuel	Chemistry
Davis, Lincoln	English
Decker, Van	Music
Deyo, Jeff	Health Education/Physical Education
Dorantes, Kathleen	English
Drury, David	Health Education/Physical Education
Fisher, James	Chemistry
Fristrup, Carey	Physical Education
Gage-Mosher, Ronald	Psychology
Giauque, Gerald	Spanish
Gilbertson, Thomas	Art
Gretz, Suzanne	History
Guinn, Melani	Speech
Guzman, Cesar	Citizenship
Hann, Carol	English
Hansink, Todd	Business/Economics/Computer Information Systems
Harris, Diane	English
Hegarty, Carol	Art
Heumann, Michael	English
Jacobson, Eric	Political Science

Kelly, Nannette	Art
Lavery, Russell	Astronomy/Physical Science
Leon, Allyn	Math
Lofgren, Mary	Psychology
Lopez, Jose	Automotive Technology
Lovitt, Paige	Disabled Students Program and Services
Magno, Janis	Health Education/Physical Education (No Payment)
Marcuson, Bruce	Administration of Justice
Marty, Kevin	Geology
Mason, Charles	American Sign Language
McCormick, J. Michael	English
McNeece, P. Brian	English
Mecate, James	Health Education/Physical Education
Meek, Alfred	Vocational Nursing/Nursing
Nelson, Terence	Physical Education
Nilson, Barbara	Mathematics
Pacheco, Stephen	Philosophy
Page, Bruce	Speech
Patterson, James	Speech
Peterson, Cindi	English
Pollock, Diedre	Allied Health Professions/Nursing
Ponce, Josefina	English
Pradis, Ricardo	Automotive Technology
Rapp, Frank	English
Rodgers, Gary	Sociology
Ruiz, Angie	Computer Information Systems
Ruiz, Jose	Spanish
Santistevan, Judy	Business
Scheuerell, Edward	English
Seivertson, Bruce	Geography
Sheppard, David	Child, Family, and Consumer Science
Shokoufi, Mardjan	Mathematics
Stroud, Vivian	Nursing
Thibodeaux, Mariaelena	Allied Health Professions/ Emergency Medical Technician
Voldman, Aleksandr	Math
Zhao, Lianna	Biology
Zielinski, David	English



X.9 Resolution No. 13262: **EMPLOYMENT OF PER-SESSION  
INSTRUCTORS FOR SUMMER SESSION**

BE IT RESOLVED that the following personnel be employed during the 2005 Summer Session, at the hourly rate provided for in Resolution No. 12564. Employment is contingent upon verification of records, credentials, and sufficient enrollment, or whether the class is essential to a full-time instructor's summer teaching assignment:

<u>NAME</u>	<u>POSSIBLE ASSIGNMENT</u>
Aguayo, Rodolfo	Political Science
Araiza, Carlos	Automotive Technology
Araiza, Mauro	Spanish
Berker, Enola	Allied Health Professions
Canchola, Guadalupe	Spanish
Castillo, Kelly	Math
Estrada, Jorge	Art
Fisher, Raenelle	History
Fletes, Marilu	English
Freitas, Linda	Art
Garcia, Ana	Physical Education
Hernandez, Porfirio	Math
Kahn, John	Art
Krejci, Caroline	English
Lerno, Jill	Physical Education
Lizarraga, John	English
Lopez, Mary	English
Mellow, Steve	Communications/Theater
Mendez, Hugo	Automotive Body and Paint
Milan, Tanya	Water Treatment
Miranda, Frank	Air Conditioning and Refrigeration
Moran, Santos	Math
Nicholson, Ron	English
Norris, Terry	English
Palacio, John	Physical Education
Rhoades, Robert	Math
Richwine, Harold	Physical Education
Sanchez, Manuel	Water Treatment

Simon, Darren	English/Journalism
Sorenson, Bonnie	Biology
Swearingen, Michael	History
Torres, Clara	Human Relations
Valdez, Aida	Allied Health Professions
Varela-Ham, Ruben	Math
Vasquez, Melisa	Computer Information Systems

X.10 Resolution No. 13263: **EMPLOYMENT OF TEMPORARY ACADEMIC PERSONNEL**

BE IT RESOLVED that the following personnel be employed temporarily, on a part-time hourly basis, for the 2005 Summer Session in accordance with the hourly rate provided for in Resolution No. 12565. Employment is contingent upon verification of records, credentials, finger print clearance, continued funding of the grant indicated and approval of the program officer:

<u>NAME</u>	<u>PROJECT POSITION</u>	<u>FUNDING</u>
Alvarado, Art	Counselor	State/District
Andrade, Maria	Counselor	State/District
Castillo, Stephanie	Counselor	Federal
Dorsey, Tanya	Counselor	State/District
Garcia, Rosario	Counselor	State
Harmon, Mary	Counselor	State
Herrera-Gaytan, Cynthia	Counselor	State/District
McFadden, Kevin	Counselor	Federal
Neely, Maria	Counselor	State
Ragland, Lisa	Counselor	Federal
Ramirez, Art	Instructional Specialist	State
Scott, Norma	Instructional Specialist	State
Sigala, Isabel	Counselor	State
Torres, Clara	Counselor	Federal
Treniño, Elizabeth	Counselor	State/District
Vega, Olga	Counselor	Federal
Vizcarra, Margarita	Counselor	Federal

X.11 Resolution No. 13264: **DIRECTOR OF ALCOHOL AND DRUG STUDIES**

BE IT RESOLVED that Robin Staton be appointed as Director of Alcohol and Drug Studies for the 2005-2006 academic year.

X.12 Resolution No 13165: **CLASSIFIED RETIREMENT**

BE IT RESOLVED that the Board accepts, with sincere regret, the retirement of Yolanda Martinez, Custodian, effective June 30, 2005.

BE IT FURTHER RESOLVED that sincere appreciation be expressed for her 5 years of service to Imperial Valley College.

X.13 Resolution No. 13266: **CLASSIFIED SERVICE EMPLOYMENT**

BE IT RESOLVED that the following individuals be employed in the classified service as indicated:

<u>NAME</u>	<u>POSITION</u>	<u>FUNDING</u>	<u>RANGE</u>	<u>EFFECTIVE</u>
Martinez, Andres	Technology Support Technician ACCESO Project	Title V Federal Contract ends 9/30/09	34-A	4/18/05
Vega, Lydia	Instructional Support Assistant Academic Services	District	23-A	5/2/05

X.14 Resolution No. 13267: **AGREEMENT BETWEEN THE DISTRICT AND CSEA CHAPTER 472**

BE IT RESOLVED that the Board approves the following Agreement between the District and CSEA Chapter 472 as follows:

Article 13, Holidays

CSEA agrees to exchange two District-paid holidays, the Friday before and the Monday after Easter Sunday, for three (3) District-paid holidays during the Spring Break.

Article 14, Spring Break

For the 2005-2006 and 2006-2007 academic years, the Monday, Tuesday and Wednesday of the Spring Break shall be designated as paid holidays for the classified bargaining unit members. The dates during the 2005 - 2006 Spring Break designated as paid holidays are April 17, 18 and 19, 2006. The dates during the 2006 - 2007 Spring Break designated as paid holidays are April 9, 10 and 11, 2007.

The remaining two (2) days of the Spring Break, shall be taken as vacation, comp time, PN leave, or no pay by the classified staff.

Classified Salary Schedule 3, 2004-2005

The classified salary schedule is not equitable as it currently stands. Therefore, to align all ranges and steps the salary schedule shall be modified by an average of 2.48% (see modified schedule attached as Exhibit A).

X.15 Resolution No. 13268: **AGREEMENT BETWEEN THE DISTRICT AND CSEA CHAPTER 472**

BE IT RESOLVED that the Board approves the following Agreement between the District and CSEA Chapter 472 as follows:

A. Implementation of a new classified salary schedule as reflected in Exhibit A attached.

The new salary schedule is partially comprised of the 2004 - 2005 classified salary schedule, which has been modified by an average of 2.48% to align all ranges and steps so that the difference between each range is 3% and step is 5%. The 2004 - 2005 modified salary schedule contains 64 ranges (Range 01 to Range 64) and

12 steps (Step A through Step L). The new classified salary schedule consists of 35 ranges and 14 steps, Range 01 through Range 31 and Step 1 through Step 14. The ranges on the new salary schedule correspond with Ranges 17 through Range 48 of the modified 2004 - 2005 salary schedule, and Step 1 through Step 12 correspond with Step A through Step L of the modified 2004 - 2005 salary schedule.

All classified employees shall advance annually on the new classified salary schedule on their anniversaries until Step 14 of the salary schedule is reached. Employees whose anniversary dates are between July and December shall advance in July. Employees whose anniversary dates are between January and June shall advance in January. No further increases will occur after Step 14 except for COLA and/or any future revisions to the salary schedule.

Only those current classified employees scheduled to receive longevity increases in July 2005 and January 2006 shall be granted longevity increases. Thereafter, no longevity increases shall be granted to any classified employees.

Either through the employment process or a transfer, a classified employee shall move to the new range and to a step that is at least 5% above the employee's current salary, not the same step held in the previous classification.

B. Salary Increase:

Fiscal Year 2005-2006: 10% on-new schedule salary increase effective July 1, 2005  
Fiscal Year 2006-2007: 5% on-new schedule salary increase effective July 1, 2006  
Fiscal Year 2007-2008: 5% on-new schedule salary increase effective July 1, 2007

C. Maintain total health insurance benefits at the current level for classified employees and retirees hired prior to July 1, 2005.

D. The monthly vacation accrual rate for twelve (12) month employees shall be increased from 6.64 hours to 8.0 hours from the hire date through the third year of service.

- E. Effective July 1, 2005, reclassification requests for all positions may be submitted at any time. The effective date of a reclassification shall remain July 1 of the year following the fiscal year in which the request was approved.
- F. In the event the Imperial Community College District does not receive the anticipated 8% increase in funding for the 2005-2006 academic year when the California State budget is signed, Article 8, Salary, and Article 10, Insurance, shall be re-negotiated in such a way as to preserve the financial balance of the District.
- G. This new successor agreement shall be in effect from July 1, 2005 through June 30, 2008. The parties agree to reopeners on health and welfare benefits for 2006 and 2007. This agreement is entered into on the date shown above and is conditioned upon:
1. Receipt of funding from the State of California; and
  2. Approval by the bargaining unit and the District Board of Trustees.

**FISCAL IMPACT STATEMENT:**

**Items A & B: 2005-2006 \$657,232; 2006-2007 \$690,093; 2007-2008 \$724,598 - Total Estimated Cost: \$2,071,923**

**Item C: Total Estimated Cost: \$175,743**

- XI. **ADJOURNMENT** - The next regular meeting of the Board of Trustees is scheduled for Tuesday, June 21, 2005, at 6:00 P.M.

Revised  
2004-2005 Classified Salary Schedule

1		RC: 1.030 (range multiplier)								
SC: (step multiplier)	Current Step:		A	B	C	D	E	F	G	H
	Year:		1	2	3	4	5	6	7	8
	Banner Step:		1	2	3	4	5	6	7	8
	Old Range	New Range								
1.0500	14	1	\$1,507.00	\$1,582.35	\$1,661.47	\$1,744.54	\$1,831.77	\$1,923.36	\$2,019.52	\$2,120.50
1.0500	15	2	\$1,552.21	\$1,629.82	\$1,711.31	\$1,796.88	\$1,886.72	\$1,981.06	\$2,080.11	\$2,184.12
1.0500	16	3	\$1,598.78	\$1,678.72	\$1,762.65	\$1,850.78	\$1,943.32	\$2,040.49	\$2,142.51	\$2,249.64
1.0500	17	4	\$1,646.74	\$1,729.08	\$1,815.53	\$1,906.31	\$2,001.62	\$2,101.70	\$2,206.79	\$2,317.13
1.0500	18	5	\$1,696.14	\$1,780.95	\$1,870.00	\$1,963.50	\$2,061.67	\$2,164.75	\$2,272.99	\$2,386.64
1.0500	19	6	\$1,747.03	\$1,834.38	\$1,926.10	\$2,022.40	\$2,123.52	\$2,229.70	\$2,341.18	\$2,458.24
1.0500	20	7	\$1,799.44	\$1,889.41	\$1,983.88	\$2,083.07	\$2,187.23	\$2,296.59	\$2,411.42	\$2,531.99
1.0500	21	8	\$1,853.42	\$1,946.09	\$2,043.40	\$2,145.57	\$2,252.84	\$2,365.49	\$2,483.76	\$2,607.95
1.0500	22	9	\$1,909.02	\$2,004.47	\$2,104.70	\$2,209.93	\$2,320.43	\$2,436.45	\$2,558.27	\$2,686.19
1.0500	23	10	\$1,966.29	\$2,064.61	\$2,167.84	\$2,276.23	\$2,390.04	\$2,509.54	\$2,635.02	\$2,766.77
1.0500	24	11	\$2,025.28	\$2,126.55	\$2,232.87	\$2,344.52	\$2,461.74	\$2,584.83	\$2,714.07	\$2,849.78
1.0500	25	12	\$2,086.04	\$2,190.34	\$2,299.86	\$2,414.85	\$2,535.60	\$2,662.37	\$2,795.49	\$2,935.27
1.0500	26	13	\$2,148.62	\$2,256.05	\$2,368.86	\$2,487.30	\$2,611.66	\$2,742.25	\$2,879.36	\$3,023.33
1.0500	27	14	\$2,213.08	\$2,323.73	\$2,439.92	\$2,561.92	\$2,690.01	\$2,824.51	\$2,965.74	\$3,114.03
1.0500	28	15	\$2,279.47	\$2,393.45	\$2,513.12	\$2,638.77	\$2,770.71	\$2,909.25	\$3,054.71	\$3,207.45
1.0500	29	16	\$2,347.86	\$2,465.25	\$2,588.51	\$2,717.94	\$2,853.83	\$2,996.53	\$3,146.35	\$3,303.67
1.0500	30	17	\$2,418.29	\$2,539.21	\$2,666.17	\$2,799.48	\$2,939.45	\$3,086.42	\$3,240.74	\$3,402.78
1.0500	31	18	\$2,490.84	\$2,615.38	\$2,746.15	\$2,883.46	\$3,027.63	\$3,179.01	\$3,337.97	\$3,504.86
1.0500	32	19	\$2,565.57	\$2,693.84	\$2,828.54	\$2,969.96	\$3,118.46	\$3,274.39	\$3,438.10	\$3,610.01
1.0500	33	20	\$2,642.53	\$2,774.66	\$2,913.39	\$3,059.06	\$3,212.02	\$3,372.62	\$3,541.25	\$3,718.31
1.0500	34	21	\$2,721.81	\$2,857.90	\$3,000.80	\$3,150.83	\$3,308.38	\$3,473.80	\$3,647.49	\$3,829.86
1.0500	35	22	\$2,803.46	\$2,943.64	\$3,090.82	\$3,245.36	\$3,407.63	\$3,578.01	\$3,756.91	\$3,944.76
1.0500	36	23	\$2,887.57	\$3,031.95	\$3,183.54	\$3,342.72	\$3,509.86	\$3,685.35	\$3,869.62	\$4,063.10
1.0500	37	24	\$2,974.19	\$3,122.90	\$3,279.05	\$3,443.00	\$3,615.15	\$3,795.91	\$3,985.71	\$4,184.99
1.0500	38	25	\$3,063.42	\$3,216.59	\$3,377.42	\$3,546.29	\$3,723.61	\$3,909.79	\$4,105.28	\$4,310.54
1.0500	39	26	\$3,155.32	\$3,313.09	\$3,478.74	\$3,652.68	\$3,835.32	\$4,027.08	\$4,228.44	\$4,439.86
1.0500	40	27	\$3,249.98	\$3,412.48	\$3,583.11	\$3,762.26	\$3,950.37	\$4,147.89	\$4,355.29	\$4,573.05
1.0500	41	28	\$3,347.48	\$3,514.86	\$3,690.60	\$3,875.13	\$4,068.89	\$4,272.33	\$4,485.95	\$4,710.24
1.0500	42	29	\$3,447.91	\$3,620.30	\$3,801.32	\$3,991.38	\$4,190.95	\$4,400.50	\$4,620.53	\$4,851.55
1.0500	43	30	\$3,551.34	\$3,728.91	\$3,915.36	\$4,111.12	\$4,316.68	\$4,532.52	\$4,759.14	\$4,997.10
1.0500	44	31	\$3,657.88	\$3,840.78	\$4,032.82	\$4,234.46	\$4,446.18	\$4,668.49	\$4,901.92	\$5,147.01
1.0500	45	32	\$3,767.62	\$3,956.00	\$4,153.80	\$4,361.49	\$4,579.57	\$4,808.55	\$5,048.97	\$5,301.42
1.0500	46	33	\$3,880.65	\$4,074.68	\$4,278.42	\$4,492.34	\$4,716.95	\$4,952.80	\$5,200.44	\$5,460.46
1.0500	47	34	\$3,997.07	\$4,196.92	\$4,406.77	\$4,627.11	\$4,858.46	\$5,101.39	\$5,356.46	\$5,624.28
1.0500	48	35	\$4,116.98	\$4,322.83	\$4,538.97	\$4,765.92	\$5,004.22	\$5,254.43	\$5,517.15	\$5,793.01

Revised  
2004-2005 Classified Salary Schedule (continued)

I	J	K	L	M	N
9	10	11	12	13	14
9	10	11	12	13	14
\$2,226.53	\$2,337.85	\$2,454.74	\$2,577.48	\$2,706.36	\$2,841.67
\$2,293.32	\$2,407.99	\$2,528.39	\$2,654.81	\$2,787.55	\$2,926.92
\$2,362.12	\$2,480.23	\$2,604.24	\$2,734.45	\$2,871.17	\$3,014.73
\$2,432.98	\$2,554.63	\$2,682.37	\$2,816.48	\$2,957.31	\$3,105.17
\$2,505.97	\$2,631.27	\$2,762.84	\$2,900.98	\$3,046.03	\$3,198.33
\$2,581.15	\$2,710.21	\$2,845.72	\$2,988.01	\$3,137.41	\$3,294.28
\$2,658.59	\$2,791.52	\$2,931.09	\$3,077.65	\$3,231.53	\$3,393.11
\$2,738.35	\$2,875.26	\$3,019.03	\$3,169.98	\$3,328.48	\$3,494.90
\$2,820.50	\$2,961.52	\$3,109.60	\$3,265.08	\$3,428.33	\$3,599.75
\$2,905.11	\$3,050.37	\$3,202.88	\$3,363.03	\$3,531.18	\$3,707.74
\$2,992.26	\$3,141.88	\$3,298.97	\$3,463.92	\$3,637.12	\$3,818.97
\$3,082.03	\$3,236.13	\$3,397.94	\$3,567.84	\$3,746.23	\$3,933.54
\$3,174.49	\$3,333.22	\$3,499.88	\$3,674.87	\$3,858.62	\$4,051.55
\$3,269.73	\$3,433.21	\$3,604.87	\$3,785.12	\$3,974.37	\$4,173.09
\$3,367.82	\$3,536.21	\$3,713.02	\$3,898.67	\$4,093.61	\$4,298.29
\$3,468.85	\$3,642.30	\$3,824.41	\$4,015.63	\$4,216.41	\$4,427.23
\$3,572.92	\$3,751.57	\$3,939.14	\$4,136.10	\$4,342.91	\$4,560.05
\$3,680.11	\$3,864.11	\$4,057.32	\$4,260.18	\$4,473.19	\$4,696.85
\$3,790.51	\$3,980.04	\$4,179.04	\$4,387.99	\$4,607.39	\$4,837.76
\$3,904.23	\$4,099.44	\$4,304.41	\$4,519.63	\$4,745.61	\$4,982.89
\$4,021.35	\$4,222.42	\$4,433.54	\$4,655.22	\$4,887.98	\$5,132.38
\$4,141.99	\$4,349.09	\$4,566.55	\$4,794.87	\$5,034.62	\$5,286.35
\$4,266.25	\$4,479.57	\$4,703.54	\$4,938.72	\$5,185.66	\$5,444.94
\$4,394.24	\$4,613.95	\$4,844.65	\$5,086.88	\$5,341.23	\$5,608.29
\$4,526.07	\$4,752.37	\$4,989.99	\$5,239.49	\$5,501.46	\$5,776.54
\$4,661.85	\$4,894.94	\$5,139.69	\$5,396.67	\$5,666.51	\$5,949.83
\$4,801.71	\$5,041.79	\$5,293.88	\$5,558.57	\$5,836.50	\$6,128.33
\$4,945.76	\$5,193.04	\$5,452.70	\$5,725.33	\$6,011.60	\$6,312.18
\$5,094.13	\$5,348.84	\$5,616.28	\$5,897.09	\$6,191.95	\$6,501.54
\$5,246.95	\$5,509.30	\$5,784.77	\$6,074.00	\$6,377.70	\$6,696.59
\$5,404.36	\$5,674.58	\$5,958.31	\$6,256.22	\$6,569.04	\$6,897.49
\$5,566.49	\$5,844.82	\$6,137.06	\$6,443.91	\$6,766.11	\$7,104.41
\$5,733.49	\$6,020.16	\$6,321.17	\$6,637.23	\$6,969.09	\$7,317.54
\$5,905.49	\$6,200.77	\$6,510.80	\$6,836.34	\$7,178.16	\$7,537.07
\$6,082.66	\$6,386.79	\$6,706.13	\$7,041.44	\$7,393.51	\$7,763.18