

**PERALTA COMMUNITY COLLEGE DISTRICT
Board of Trustees Agenda Report
For the Trustee Meeting Date of April 12, 2016**

ITEM TITLE: *Request Board Authorization to Approve the initial Salary Placement of Ms. Mary Ciddio , a full-time DSPS Counselor at Merritt College, at Column E, Step 13, in accordance with the PFT Collective Bargaining Agreement's Salary Exception Process.*

SPECIFIC BOARD ACTION REQUESTED: DISTRICT ADMINISTRATION REQUESTS BOARD AUTHORIZATION TO PLACE MARY CIDDIO, DSPS COUNSELOR, MERRITT COLLEGE, AT COLUMN E, STEP 13 OF THE FACULTY SALARY SCHEDULE. STEP 13 IS AN EXCEPTION TO THE INITIAL MAXIMUM SALARY PLACEMENT OF STEP 10.

ITEM SUMMARY: Dr. Norma Ambriz-Galaviz, President of Merritt College, recommended to the Chancellor an exception to the initial maximum salary placement of Step 10 of the PFT Salary Schedule, for Ms. Ciddio, DSPS Counselor, Merritt College. The recommendation that Ms. Ciddio be placed at Column E, Step 13, was approved by the Chancellor pending approval by the Board of Trustees.

SOURCE OF FUNDS (AND FISCAL/BUDGETARY IMPACT): GENERAL FUNDS.

BACKGROUND/ANALYSIS: In accordance with the Collective Bargaining Agreement between the District and PFT, the maximum initial salary placement for faculty is at Step 10 of the Faculty Salary Schedule. However, a recommendation for an exception and placement at a higher salary step may be recommended by the College President, in consultation with the College Academic Senate President, recommendation and approval by the Vice Chancellor for Educational Services, and recommendation and approval of the Chancellor and the Board. All applicable provisions of the Collective Bargaining Agreement were completed, including verification by the Office of Human Resources and Employee Relations, with respect to the college credits and work experience of Ms. Ciddio, in support of placement at Column E, Step 13. The Chancellor recommends approval.

OTHER DEPARTMENTS IMPACTED BY THIS ACTION (E.G. INFORMATION TECHNOLOGY):

YES _____ NO X

COMMENTS:

WHO WILL BE PRESENTING THIS ITEM AT THE BOARD MEETING? (TRUDY LARGENT, VICE CHANCELLOR HUMAN RESOURCES & EMPLOYEE RELATIONS)

(*****Board contract approval is subject to negotiation and execution by the Chancellor.)

DOCUMENT PREPARED BY:

Prepared by: Trudy Largent Date: 04/01/16
Trudy Largent, Vice Chancellor, Human Resources & Employee Relations

DOCUMENT PRESENTED AND APPROVED BY:

Presented and approved by: Trudy Largent Date: 04/01/16
Trudy Largent, Vice Chancellor, Human Resources & Employee Relations

FINANCE DEPARTMENT REVIEW

Finance review required Finance review *not* required

If Finance review is required, determination is: Approved Not Approved

If not approved, please give reason: _____

Signature: Ronald Little Date: 04/01/16
Ronald Little, Vice Chancellor for Finance & Administration

GENERAL COUNSEL (Legality and Format/adherence to Education Codes):

Legal review required Legal review *not* required

If Legal review is required, determination is: Approved Not Approved

Signature: _____ Date: _____
General Counsel

CHANCELLOR'S OFFICE APPROVAL

Approved, and Placed on Agenda Not Approved, but Placed on Agenda

Signature: Jowel C. Laguerre Date: 04/01/16
Dr. Jowel C. Laguerre, Chancellor