

UNADOPTED MINUTES  
November 5, 2008

**APPENDIX A**

5. COMMENTS FROM MEMBERS OF THE PUBLIC

Board President McCaffrey recognized Tom Grube, CTA President, who requested to speak before the Board regarding a vote of no confidence. Following is the full and complete report given to the Board.

“Last week, the Executive Board of the Solano College Faculty Association voted unanimously to give our members the opportunity to vote on a Resolution of No Confidence in the Governing Board.

Most of the full-time faculty and some of the adjunct faculty turned in their votes on the resolution. I’ve made a copy of the Resolution for each of you. (Mr. Grube distributed a copy of the Resolution to the Board).

The resolution reads as follows:

**RESOLUTION  
VOTE OF NO CONFIDENCE  
IN THE  
GOVERNING BOARD OF SOLANO COMMUNITY COLLEGE**

**WHEREAS**, The Governing Board of Solano Community College has been warned by the Western Association of Schools and Colleges to stop its micromanagement of college affairs;

**WHEREAS**, Solano Community College has experienced unprecedented and disruptive changes in leadership for the past five years, including six Vice Presidents of Academic Affairs, three Vice Presidents of Student Services, multiple Human Resources Directors, three Facilities Directors, three Admissions and Records Deans, a series of interim Accountants, and now, the most recent resignation/retirement of the Superintendent/President after one year;

**WHEREAS**, Solano Community College has engaged in the expenditure of Measure G Bond monies and the implementation of the new BANNER database management system without adequate support for faculty and staff to perform their duties

while simultaneously implementing the necessary moves and the technological conversions;

**WHEREAS**, The Governing Board of Solano Community College has failed to come to agreement with the Solano College Faculty Association and the California School Employees Association contracts that expired in July of 2007, thereby demonstrating a lack of appreciation for and understanding of the working conditions endured by faculty and staff over the course of the College's mismanagement during these difficult times;

**WHEREAS**, The Governing Board of Solano Community College spent in excess of \$600,000 in fiscal year 2007-2008 in legal fees paid to the San Diego-based law firm of Joe Zampi and Associates, while failing to settle contracts with the Solano College Faculty Association and California School Employees Association; and

**IN JOINT RECOGNITION**, Of the work of faculty and staff who continue to provide high quality education and student services despite the lack of resources and support from campus leadership;

**BE IT RESOLVED**, That the faculty at Solano Community College express their vote of NO CONFIDENCE in the leadership of the Solano Community College Governing Board, and

**BE IT RESOLVED**, That the faculty at Solano Community College urge the College Governing Board to stop its micromanagement of College business, select an experienced College president, defer to the recommendations of its leadership, including faculty and staff in the management of the College, and bargain in good faith to settle respectful collective bargaining agreements with the Solano College Faculty Association and California School Employees Association.

I SUPPORT THIS RESOLUTION

SIGNATURE: \_\_\_\_\_ PRINTED: \_\_\_\_\_

I DO NOT SUPPORT THIS RESOLUTION

SIGNATURE: \_\_\_\_\_ PRINTED: \_\_\_\_\_

*Solano College Faculty Association, CCA/CTA/NEA*

100% of the faculty voting on this resolution cast a vote in support of this Resolution of No Confidence.

We're at day 493 without a contract offer.

A lot of excellent teaching and learning takes place at this fine institution. This is an institution that the community should be proud of, but our accreditation is threatened by Board micromanagement.

It is time for every Board member to stop pointing a finger at the other members. It is time for each Board member to put their egos and political agendas aside and ask themselves what they have done to put the accreditation at risk and what they can do going forward to help keep this Community College an asset that the Community can be proud of and benefit from.

Let your chief negotiator negotiate. Give him the flexibility to make a decent contract offer. Health care costs are not killing the District. Had the District saved \$50 per month per faculty member in 2007-2008, it would have saved \$100,000 in Health Care costs. The District would then have been fined \$1 million for being out of compliance with the 50% Law--fined \$1 million for under compensating the faculty.

Don't tell us there is no money left. The Board didn't stop hundreds of thousands of dollars from being spent on lawyers, consultants, and bulldozers. We should first and foremost be taking care of our students. Next, the District should be taking care of its employees by offering a competitive salary--not leaving them to beg for what is left after money is spent on everything else."