



**College Council**  
**Minutes for December 9, 2021**  
**12:50 pm to 1:50 pm**

## **Meeting Participants**

### **Committee Members Present**

Ms. Natalie Aceves, Dr. Laura Adams, Ms. Gerlene Aquino, Ms. Kimberly Bell, Dr. Courtney Buchanan, Dr. Michael Collins, Dr. Kevin Fleming, Ms. Vivian Harris, Dr. Tenisha James, Ms. Ruth Leal, Dr. Virgil Lee, Mr. Jethro Midgett, Dr. Kaneesha Tarrant, Dr. Sigrid Williams and Ms. Patty Worsham

### **Committee Members Not Present**

Ms. Leona Crawford, Dr. Samuel Lee and Mr. Chris Poole

### **Guest(s)**

Dr. Monica Green, Ms. Esmeralda Abejar, Dr. Greg Aycock, Ms. Denise Terrazas and Ms. Hayley Ashby

### **Recorder**

Desiree Wagner

## **1. Call to Order**

- 12: 53pm

## **2. Action Items**

### **2.1 Approval of Agenda (Midgett/ Williams)**

- Motion by Dr. Virgil Lee to move the agenda items to after the information items to allow people time to log in to the meeting and provide feedback.
- Approved by consensus

### **2.2 Approval of October 14, 2021, Meeting Minutes (Williams/ Collins)**

- Approved by consensus

### **2.3 Acceptance of the Recommendations of Leadership Councils and Technology Committee Prioritization of Program Review Items (Lee/ Adams).**

- Approved by consensus

## **3. Information Items**

### **3.1 Sustainability Plan presentation, DLR Group**

- Presentation overview of Phases 1-4
  - Phase 1 - Visioning & Values (completed September 2021 - October 2021)
    - Top values identified for Norco College include decarbonization, health/wellbeing, bolstering community partnerships, and having an equitable/inclusive experience for all
  - Phase 2 - Priorities & Goals (November 2021 - January 2022; almost complete)

- Phase 3 - Action Plan & Implementation (February - April 2022)
- Phase 4 - Final Plan & Approvals (May - June 2022)

### **3.2 Key Performance Indicators (KPIs) Progress Report**

- Presented by Dr. Greg Aycock

### **3.3 Annual Budget Report**

- Presented by Dr. Michael Collins

### **3.4 DSPC Update**

- Presented by Dr. Kevin Fleming

### **3.5 Reaffirmation of Constituency Groups Right of Appointment**

- Approved at IEGC

## **4. Good of the Order**

- Limit the Information items and allow time to review action items.
- Find a process for the group to submit dialogue or feedback in the councils.

## **5. Adjournment**

- Motion by Dr. Williams to extend meeting by ten minutes to address action items (Williams/ Bell)
- Approved by consensus

### **5.1 Meeting Adjourned**

- Time 2:10 pm

### **Next Meeting**

Date: March 10, 2021

Time: 12:50pm to 1:50 pm

# College Council

## December 9, 2021

**TOPICS:**

- **FY 20/21 Fund 11 End-of-Year Budget Performance Report**
- **NC FY 21/22 Carryover/Holding Account Expenditure Plan**
- **FY 20/21 Fund 12 End-of-Year Budget Performance Report**
- **FY 20/21- FY 21/22 Budget Comparison**
- **Budget Allocation Model revenue split and update**

**Presenters: Dr. Michael T. Collins, VP Business Services**

**Esmeralda Abejar, Director, Business Services**

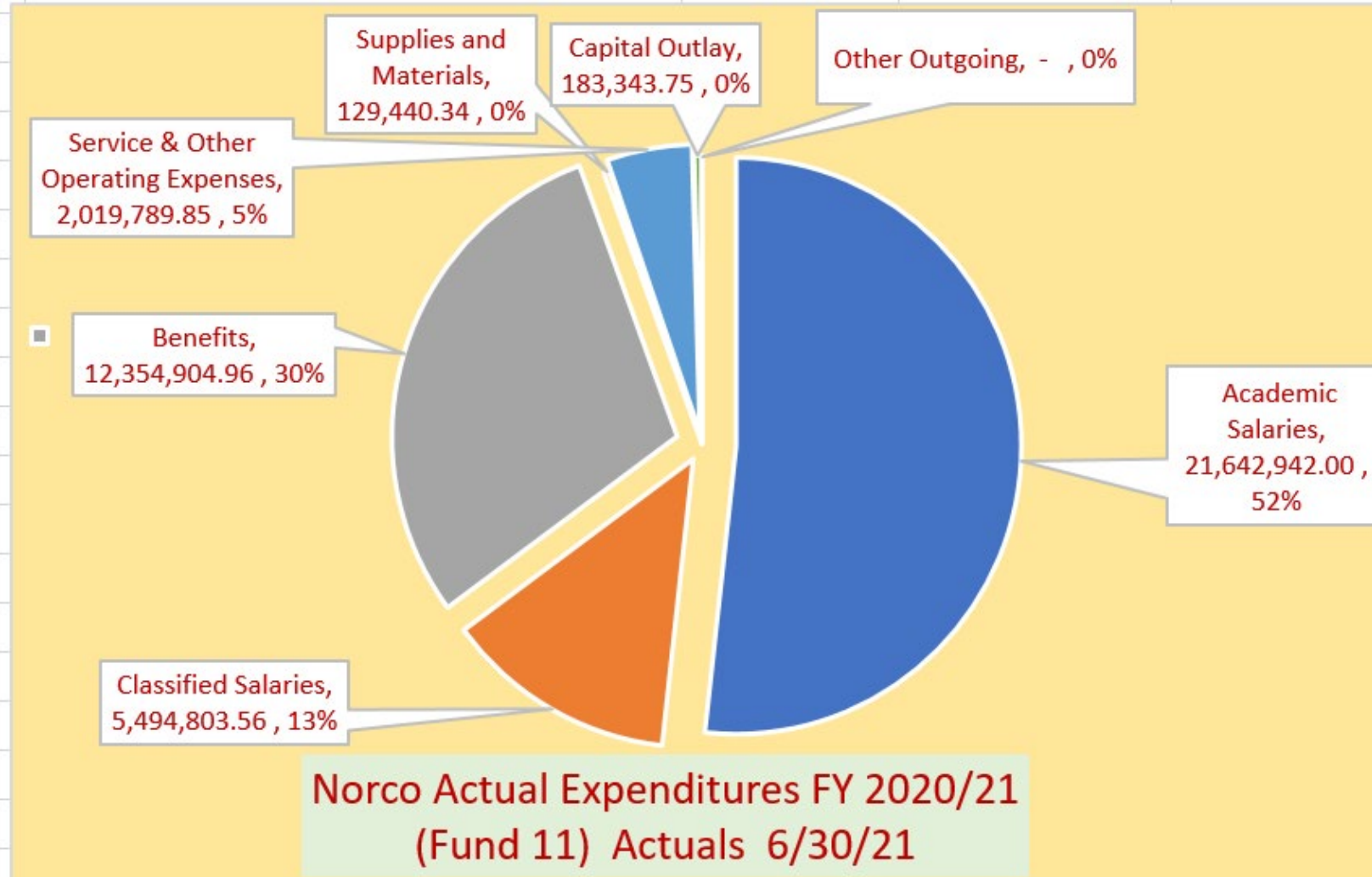
# 2020/2021 End-of-Year Budget Performance Report



# 20/21 End-of Year Budget Performance Report

Includes District  
Expenses

Fund 11				
Description	Revised Budget FY 20/21	Actuals 6/30/21	Balance	Expense of Total NC Expenses
Academic Salaries	20,511,520	21,642,942.00	(1,131,422.00)	51.7%
Classified Salaries	5,734,335	5,494,803.56	239,531.44	13.1%
Benefits	11,022,286	12,354,904.96	(1,332,618.96)	29.5%
<b>Total Salaries &amp; Benefits</b>	<b>37,268,141</b>	<b>39,492,651</b>	<b>(2,224,510)</b>	<b>94.42%</b>
Supplies and Materials	971,230	129,440.34	841,789.66	0.3%
Service & Other Operating Expenses	5,261,290	2,019,789.85	3,241,500.15	4.8%
Capital Outlay	1,572,791	183,343.75	1,389,447.25	0.4%
Other Outgoing	294,535	-	294,535.00	0.0%
<b>Total Non-Salary</b>	<b>8,099,846</b>	<b>2,332,574</b>	<b>5,767,272</b>	<b>5.6%</b>
<b>Total Budgeted Expenses (includes holding accts)</b>	<b>45,367,987.00</b>	<b>41,825,224.46</b>	<b>3,542,762.54</b>	<b>100.0%</b>
EOY- District Expenses BAM		6,197,987	(6,197,987)	
<b>Grand Total</b>	<b>45,367,987.00</b>	<b>48,023,211.46</b>	<b>(2,655,224.46)</b>	



# 2020/21 End-of-Year Budget Performance Report

- Part Time & Overload, Academic, ***Inst. Salaries.***
  - Budget \$6,974,748.00
  - Actual \$7,902,795.18
- 13xx's accounts overspent by **\$-928,047.18**

OBJECT	OBJECT DESCRIPTION	Current Year 2020/21		
		Revised Budget	YTD 6/30/21	Balance
1330	INSTRUCTORS, PART TIME FALL	2,191,518.00	2,321,308.41	(129,790.41)
1331	INSTRUCTORS, PART TIME SUMMER (ODD YR)	168,425.00	247,990.55	(79,565.55)
1332	INSTRUCTORS, PART TIME WINTER	577,164.00	539,652.70	37,511.30
1333	INSTRUCTORS, PART TIME SPRING	1,985,229.00	2,008,518.53	(23,289.53)
1334	<b><i>INSTRUCTORS, PART TIME SUMMER (EVEN YR)</i></b>	152,866.00	332,874.22	(180,008.22)
1335	INSTRUCTORS, FULL TIME OVERLOAD FALL	422,901.00	574,888.43	(151,987.43)
1336	<b><i>INSTRUCTORS, FULL TIME OVERLOAD SUMMER (EVEN YR)</i></b>	110,948.00	663,311.16	(552,363.16)
1337	INSTRUCTORS, FULL TIME OVERLOAD WINTER	607,257.00	619,048.98	(11,791.98)
1338	INSTRUCTORS, FULL TIME OVERLOAD SPRING	417,805.00	544,010.43	(126,205.43)
1339	INSTRUCTORS, FULL TIME OVERLOAD SUMMER (ODD YR)	116,951.00	15,370.79	101,580.21
1360	INSTRUCTORS, SUBSTITUTES	-	11,078.48	(11,078.48)
1370	INSTRUCTORS, EXTRA DUTY	44,490.00	12,349.99	32,140.01
1371	INSTRUCTORS, LARGE LECTURE STIPENDS	179,194.00	12,392.51	166,801.49
13xx	PT & Overload, Academic, Inst Salary	6,974,748.00	7,902,795.18	(928,047.18)



- Part Time & Overload, Academic, ***Non-Inst. Salaries.***
  - Budget 530,499.00
  - Actual 1,022,038.99
- 14xx's accounts overspent by \$-491,539.99

OBJECT	OBJECT DESCRIPTION	Current Year 2020/21	YTD 6/30/21	Balance
		Revised Budget		
1439	ACADEMIC - PT COUNSELORS / LIBRARIANS / COORDINATORS	356,062.00	902,203.10	(546,141.10)
1469	SHORT TERM (DAILY) SUBSTITUTE COUNSELORS / LIBRARIANS / COORDINATORS	8,035.00	14,934.16	(6,899.16)
1479	EXTRA DUTY STIPENDS	95,533.00	98,466.79	(2,933.79)
1490	ACADEMIC SPECIAL PROJECTS	70,869.00	6,434.94	64,434.06
14xx	PT & Overload, Academic, Non-Inst Salary	530,499.00	1,022,038.99	(491,539.99)

# Lottery and Instructional Equipment

LOTTERY FUNDS	
Carryover from FY 18/19	183,913.75
Actual Revenue FY 19/20	400,953.34
Expenses	(325,694.93)
Carryover from FY 19/20	259,172.16
Actual Revenue FY 20/21	435,814.99
Expenses	(113,581.32)
Carryover from 20/21	581,405.83
Estimated Revenue FY 21/22	462,680.00
Expenses	-
<b>Total available funds 21/22</b>	<b>1,044,086</b>

INSTRUCTIONAL EQUIPMENT FUNDS	NORCO
Total Adopted Budget FY 19/20	162,306.00
FY 19/20 Expenses	(110,541.88)
Estimated Carryforward to FY 20/21	51,764.12
Estimated Revenue for 20/21	-
FY 20/21 Expenses	(51,764.12)
Carryover to FY 21/22	-
Revised Budget FY 21/22	585,063.00



# NORCO COLLEGE FY 2021/22 EXPENDITURE PLAN

NORCO COLLEGE FY 2021/22 EXPENDITURE PLAN (ONE-TIME FUNDS)			AMOUNT	Notes
FY 2020/21 carryover Holding Accounts			\$ 3,480,847	Does not include SPP 997 and 999
Ending Balance Carryover			\$ 1,014,536	
			\$ 4,495,383	55,133,267 minus 997 and 999
<b>FY 20/21 Proposed Expenditure Plan</b>				
BAM Contingency	1% of 20/21 Expenditures per BAM requirement	\$	480,232	
Guided Pathways	GP Faculty Leads	\$	250,000	
Guided Pathways	Website OMNI upgrade for GP	\$	38,500	
Guided Pathways	Pathmaker GP software	\$	105,000	
Guided Pathways	Counseling hours	\$	200,000	
Guided Pathways	Welcome Information booth	\$	175,000	
Technology	Technology Replacement Program- AV Equipment Replacements/Computers/Laptops/Hotspots	\$	35,000	
Facilities:	Elevator Repair/Replacement	\$	149,824	Fund 11, 79,396; Fd 12 \$60,128;
Facilities:	Key Access Control (RDA funding)	\$	85,000	Fd 41, \$10,100
Facilities:	Wayfinding (HEERF Match \$60K)	\$	40,000	Fund 12 -RDA Funding
Facilities:	Library Water Intrusion Repair Columns	\$	20,000	
Facilities:	Faculty Offices in STEM	\$	75,000	
Facilities:	STEM Roof Replacement	\$	182,815	
Facilities:	EMS Server replacement	\$	20,000	
Facilities:	California Environment Quality Act (CEQA) Report	\$	20,000	
Facilities:	ADA Compliance Concrete Replacement/STAIRS	\$	120,000	
Facilities:	Facilities operations/Dept Operations	\$	100,000	
Facilities:	DTSC Complete Site Survey	\$	25,000	
Facilities:	Match for Center for Human Performance & Kinesiology Soccer Field concrete walkway S.M. Nelson Construction (In progress)	\$	44,980	
Facilities:	VRC Project Local Match (Rasmussen Brothers C0007007, DSA) (in Progress)	\$	709,126	
Prof. Development	Professional Development	\$	10,000	
Personnel	Coaches & Stipends	\$	55,000	
Personnel	Personnel Expenses/other operating expenses (SPP SPP 797 ongoing expenses)	\$	248,919	
Program Review	21/22 PR Resource Requests	\$	176,036	
Marketing	Targeted Marketing	\$	130,000	
Contingency	Contingency for College Operational Emergencies	\$	155,179	
Total FY 20/21 Proposed Expenditure Plan			\$ 4,650,611	
Funded with Fund 12 & other funds			\$ 155,228	
Total FY 21/22 Proposed Expenditure Plan Fund 11			\$ 4,495,383	

# Year-End Budget Performance Report FY 2020/21

FUND 12					
BUDGETED EXPENSES	FY 2020-21	FY 20-21 Revised Budget	Actual Expenses 6/30/21	Balance	% actual expense of total expenses
Academic Salaries		3,320,261	1,971,090.45	1,349,170.55	7.3%
Classified Salaries		5,321,820	4,373,100.44	948,719.56	11.7%
Benefits		3,760,286	3,014,956.98	745,329.02	8.3%
<b>Total Salaries &amp; Benefits</b>		<b>12,402,367.00</b>	<b>9,359,147.87</b>	<b>3,043,219.13</b>	<b>27.3%</b>
					0
Supplies & Materials		1,484,292	638,542.76	845,749.24	3%
Services & Operating Expenses		19,358,447	2,786,312.12	16,572,134.88	43%
Capital Outlay		11,564,869	3,537,232.02	8,027,636.98	25%
Total Outgo		699,299	3,039,703.14	(2,340,404.14)	2%
<b>Total Non-Salary</b>		<b>33,106,907.00</b>	<b>10,001,790.04</b>	<b>23,105,116.96</b>	<b>72.7%</b>
<b>Total Budgeted Expenses</b>		<b>45,509,274.00</b>	<b>19,360,937.91</b>	<b>26,148,336.09</b>	<b>100.0%</b>

Fund 12 covered 19.16 % of total Institutional salaries and benefits in 20/21

## Budget Comparison FY 20/21 vs FY 21/22

<b>BUDGETED EXPENSES FY 2020-21</b>	<b>FY 20-21 Revised Budget</b>	<b>Actual Expenses 6/30/21</b>	<b>FY 2021/22 Adopted Budget</b>	<b>Diff. vs 20/21 and 21/22</b>
Academic Salaries	20,511,520	21,642,942.00	22,081,537.00	1,570,017.00
Classified Salaries	5,734,335	5,494,803.56	6,214,108.00	479,773.00
Benefits	11,022,286	12,354,904.96	11,645,581.00	623,295.00
<b>Total Salaries &amp; Benefits</b>	<b>37,268,141.00</b>	<b>39,492,650.52</b>	<b>39,941,226.00</b>	<b>2,673,085.00</b>
Supplies & Materials	971,230	129,440.34	1,838,141.00	866,911.00
Services & Operating Expenses	5,261,290	2,019,789.85	6,203,692.00	942,402.00
Capital Outlay	1,572,791	183,343.75	391,145.00	(1,181,646.00)
Total Outgo	294,535	-	-	(294,535.00)
<b>Total Non-Salary</b>	<b>8,099,846.00</b>	<b>2,332,573.94</b>	<b>8,432,978.00</b>	<b>333,132.00</b>
<b>Total Budgeted Expenses (includes holding accts)</b>	<b>45,367,987.00</b>	<b>41,825,224.46</b>	<b>48,374,204.00</b>	<b>3,006,217.00</b>
EOY- District expenses	-	6,197,987.00	-	
<b>Total Expenses</b>	<b>45,367,987.00</b>	<b>48,023,211.46</b>	<b>48,374,204.00</b>	<b>3,006,217.00</b>

## Legislative Analyst Office Fiscal Outlook 2022-23

Despite the ongoing global pandemic, State revenues are growing at historic rates and it is estimated the state will have a \$31 billion surplus (resources in excess of current law commitments) to allocate in 2022-23.

- *\$28B Higher revenues than expected- retail sales up, stock prices up*
- *GF spending on K-14 Prop 98 will increase by approx. \$11B ( FY20-21 & 21-22)*
- *Other State expenditures down \$5B due to federal revenue and support*
- *For colleges, limited ongoing budget augmentations (smaller COLA than 21-22), one-time funds may be provided by the State, reserves may be bolstered.*
- *Potential reduction in STRS/PERS employer contribution, State buy-down*

# Budget Allocation Model Update

The revised Budget Allocation Model (BAM) was developed to allocate resources around the following core principles:

- Fair – Resource allocation decisions will be informed by objective, predictable, verifiable, and easily accessible data and will be made in an impartial and consistent manner.
- Equitable – Resources will be distributed in an manner that adequately supports the full array of programs offered at each college while ensuring compliance with statutory and regulatory requirements; efficient and strategic use of resources is expected, and inefficiencies will not be subsidized or supported.
- Transparent – Resource allocation decisions will be made in an open and consultative manner with representative stakeholder groups and that it is simple, easy to administer and communicate as possible.

# Budget Allocation Model

**Revised BAM**  
**FY 2021-22 FINAL BUDGET**  
**FY 19/20 MEDIAN**  
**FY 21/22 Revenue Allocation**  
 Direct Instructional, Academic Affairs,  
 Student Services, Business Services and Other Costs

Norco College			BAM %	FTES %
	Total FTES	7,366		23.12%
	Direct Instructional & Academic Affairs Costs	31,066,155		
	Student Services, Business Services, and Other	19,499,004		
	Total Norco College	\$ 50,565,159	21.99%	
Moreno Valley College				
	Total FTES	7,272		22.83%
	Direct Instructional & Academic Affairs Costs	33,004,795		
	Student Services, Business Services, and Other	19,250,175		
	Total Moreno Valley College	\$ 52,254,970	22.72%	
Riverside City College				
	Total FTES	17,219		54.05%
	Direct Instructional & Academic Affairs Costs	81,587,001		
	Student Services, Business Services, and Other	45,581,514		
	Total Riverside City College	\$ 127,168,515	55.29%	



# “TO DO” Tasks in 2021-22

- Analyze and justify “Unique” disciplines – Will continue to work on this in FY 21/22
- Develop a treatment for “District Operations” costs – **Task partially completed.**
- Establish the “Exchange Rate” (mean or median) for discipline categories. **Task Completed, Median rate established.**
- Model revenue flow through the revised BAM- determine true impacts to the college. **Task completed**
- Analyze/implement budget development improvements that allow for planning. **In progress**
- Analyze strategic programs/considerations that impact the cost of an FTES. **In Progress**
- Further consider the “Comprehensive College” allocation. **In progress**



# KEY PERFORMANCE INDICATORS (KPI) REPORT

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FOR FIRST YEAR OF STRATEGIC PLAN 2020-2025

EDITED NOVEMBER 2021

**NORCO**  
COLLEGE





# GOAL: ACCESS

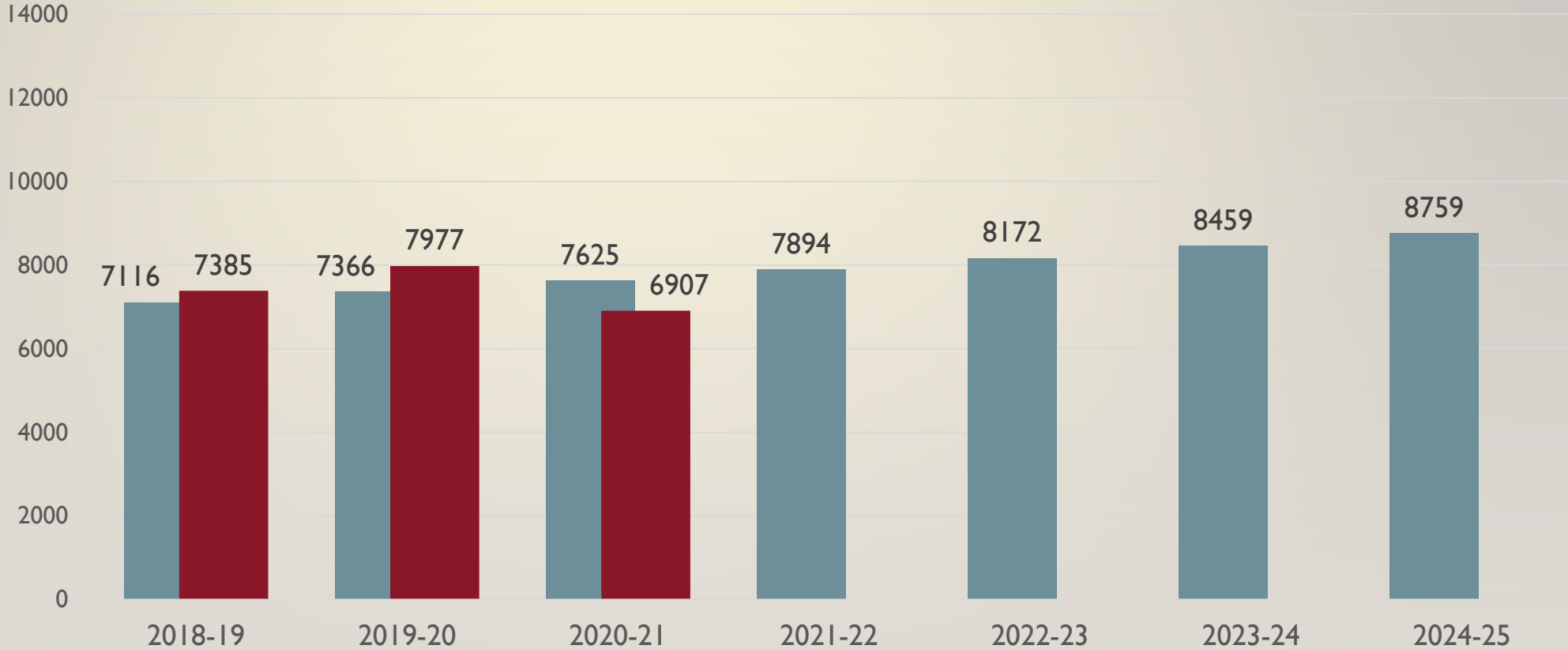
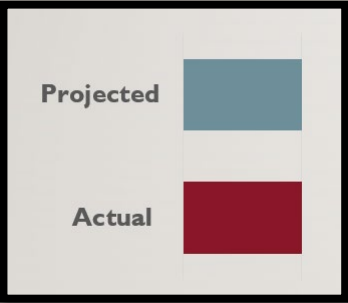
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EXPAND COLLEGE ACCESS BY INCREASING  
BOTH HEADCOUNT AND FTES

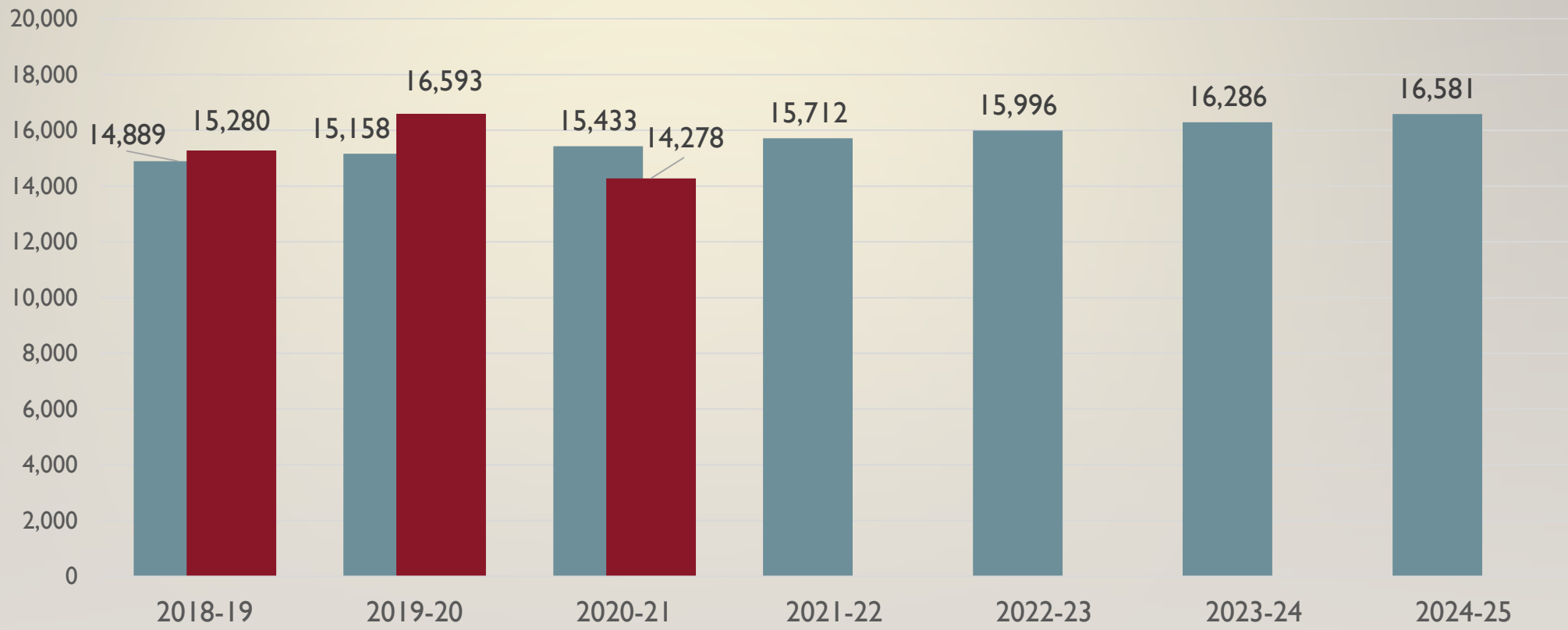
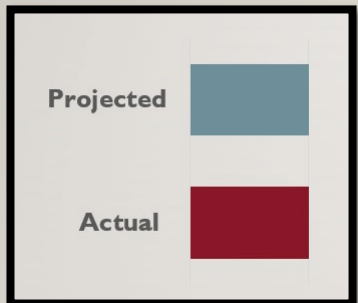
*(3 KEY PERFORMANCE INDICATORS)*



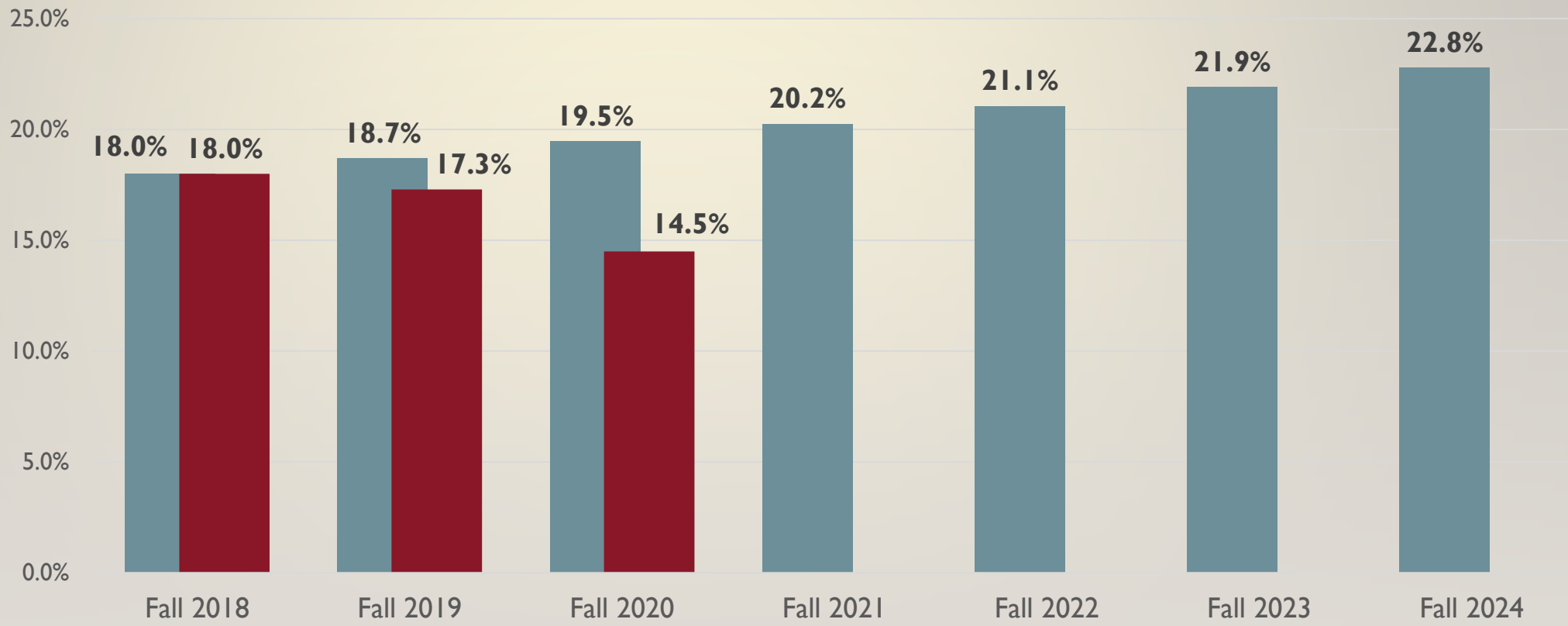
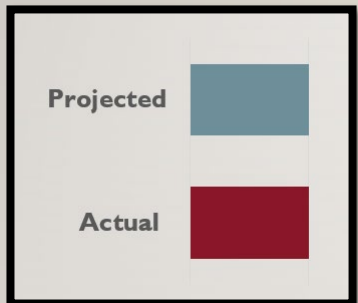
# KPI #1 (OBJECTIVE 1.1): GO FROM 7,366 TO 8,759 FTES



# KPI #2 (OBJECTIVE 1.2): GO FROM 14,624 HEADCOUNT TO 16,581 TOTAL HEADCOUNT



# KPI #3 (OBJECTIVE 1.4): INCREASE CAPTURE RATES FROM FEEDER HIGH SCHOOLS BY 4% ANNUALLY



Source: CA School Dashboard and CCCCO MIS



# GOAL: SUCCESS

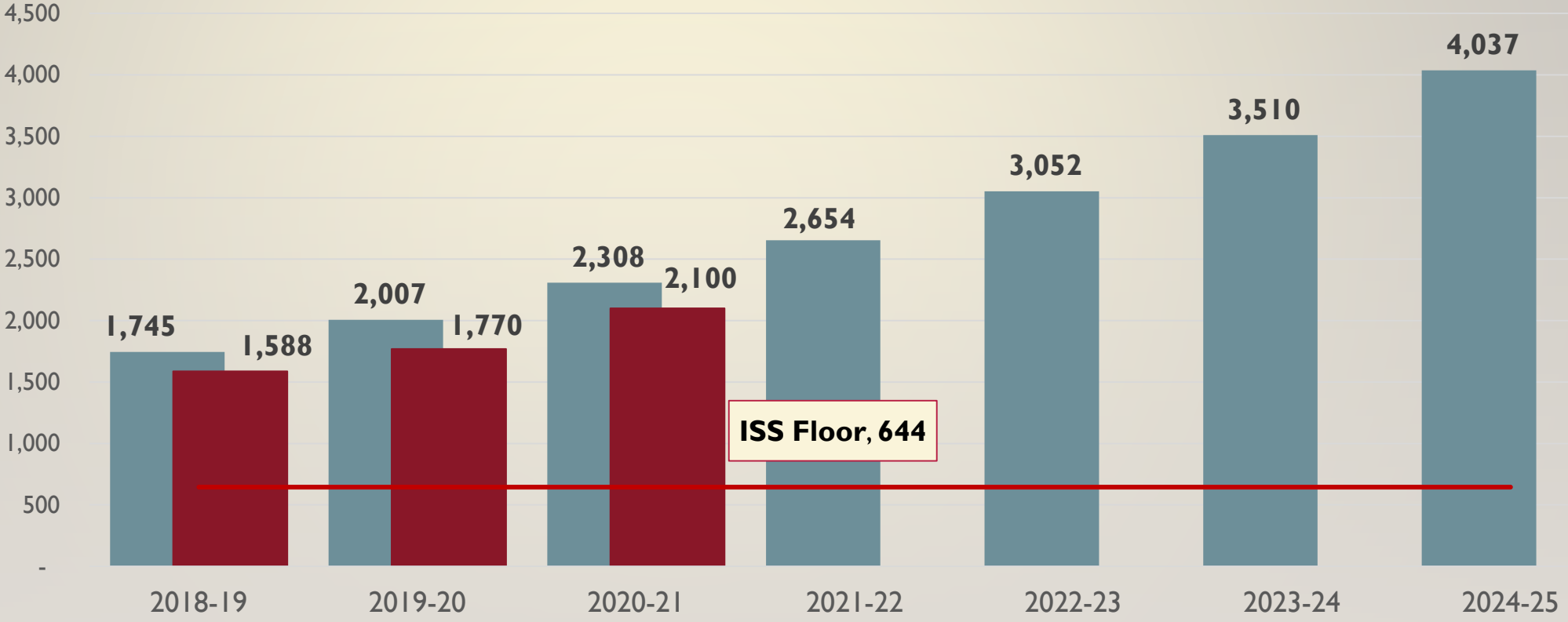
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IMPLEMENT GUIDED PATHWAYS FRAMEWORK

*(4 KEY PERFORMANCE INDICATORS)*



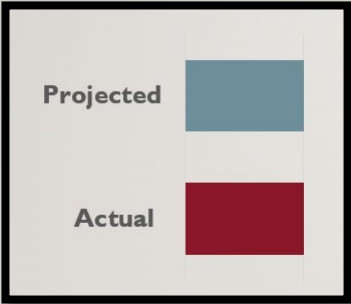
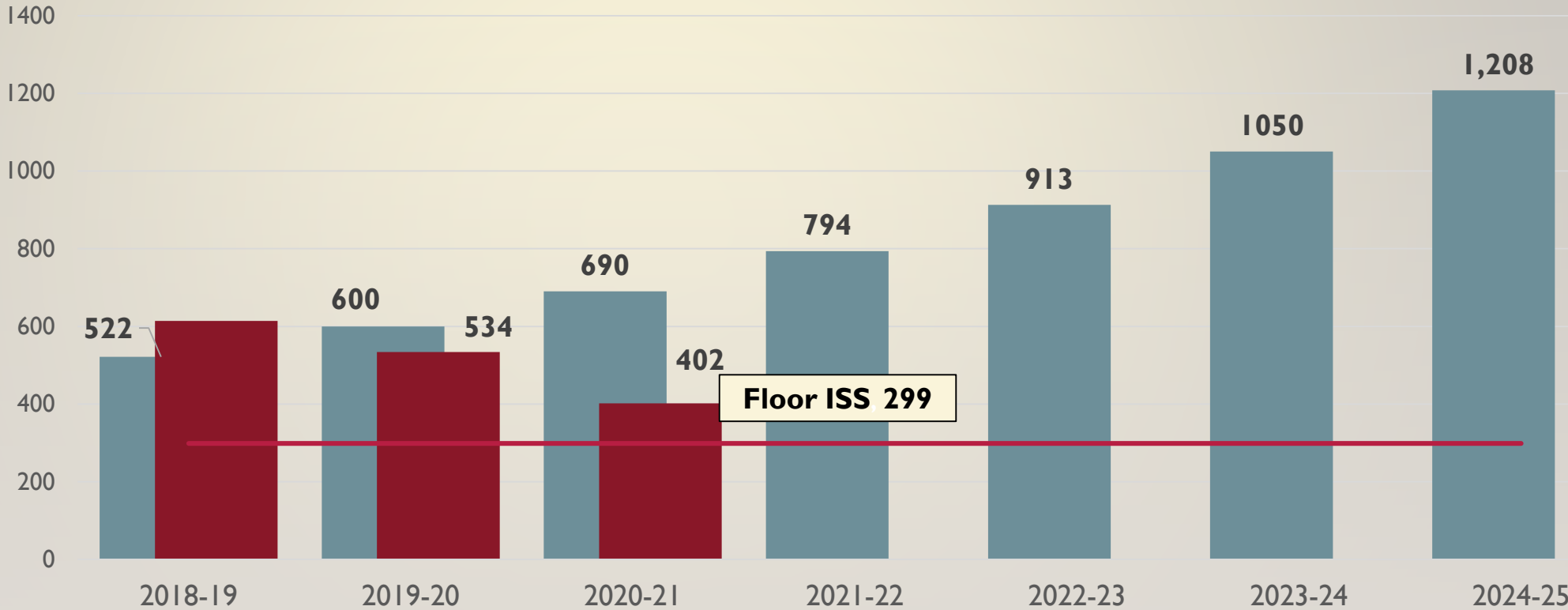
# KPI #4 (OBJECTIVE 2.1): INCREASE NUMBER OF DEGREES COMPLETED BY 15% ANNUALLY



Source: CCCCO Data Mart with RCCD EMP projections

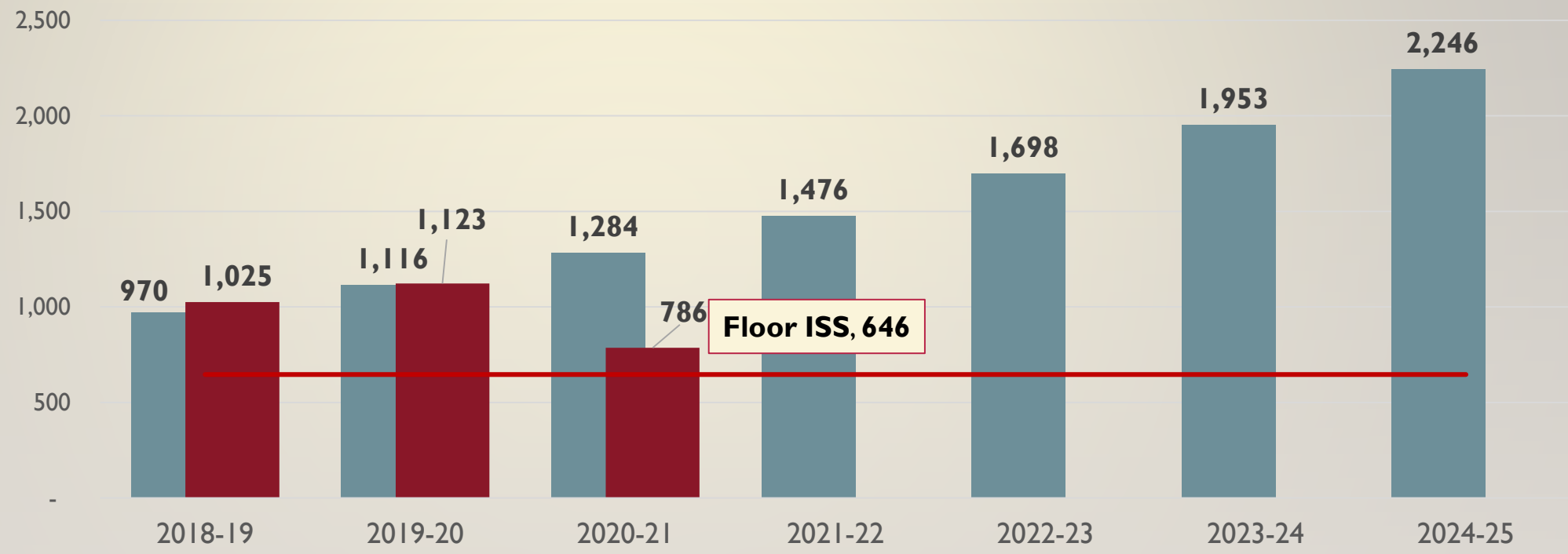
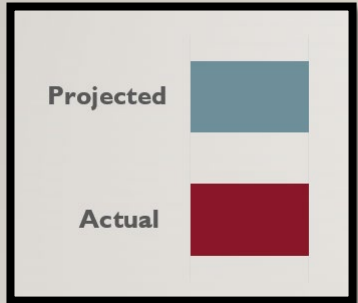


# KPI #5 (OBJECTIVE 2.2): INCREASE NUMBER OF CERTIFICATES COMPLETED BY 15% ANNUALLY

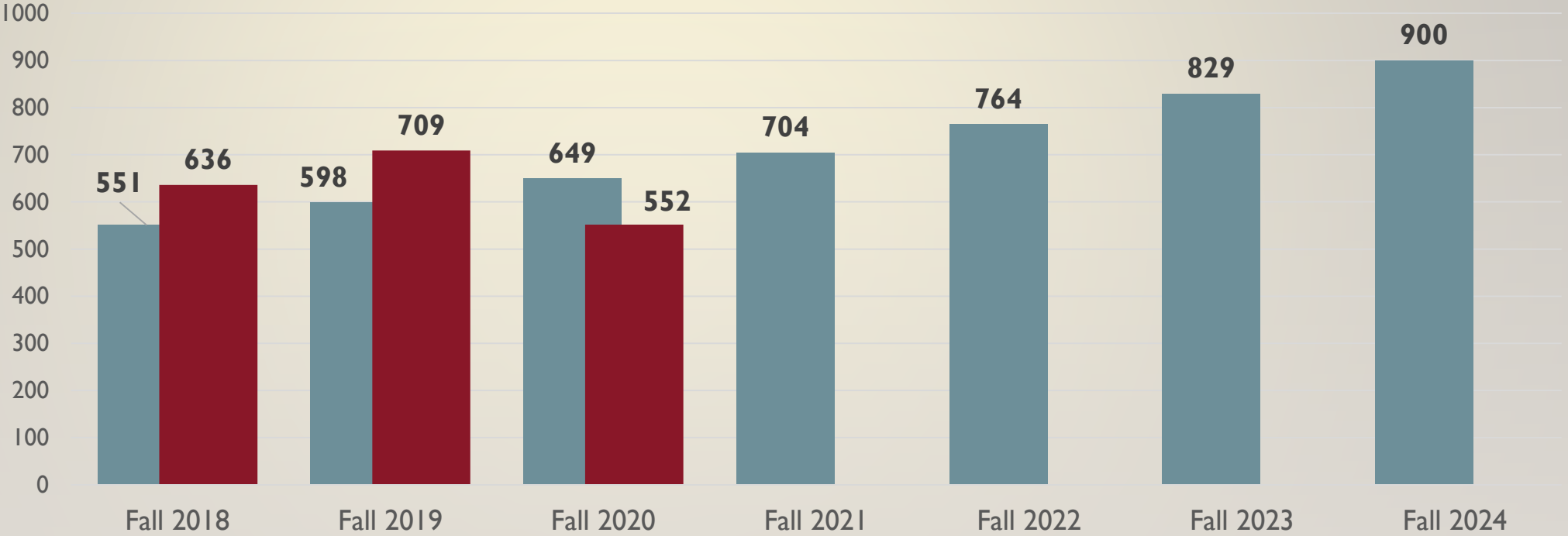


Source: CCCCO Data Mart with RCCD EMP projections

# KPI #6 (OBJECTIVE 2.4): INCREASE NUMBER OF TRANSFERS 15% ANNUALLY



# KPI #7 (OBJECTIVE 2.5): INCREASE THE NUMBER OF FIRST-TIME FULL-TIME ENROLLED STUDENTS FROM 508 TO 900



Projected

Actual



# GOAL: EQUITY

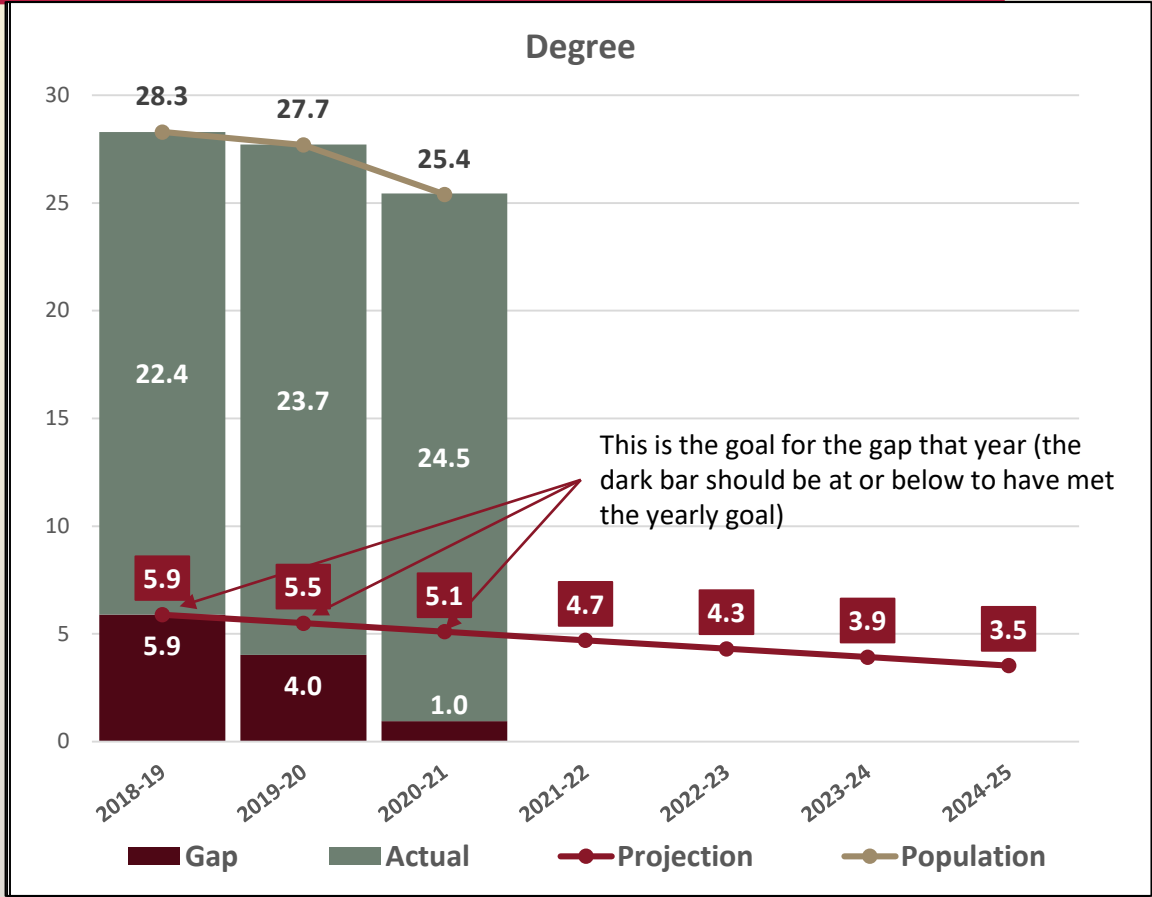
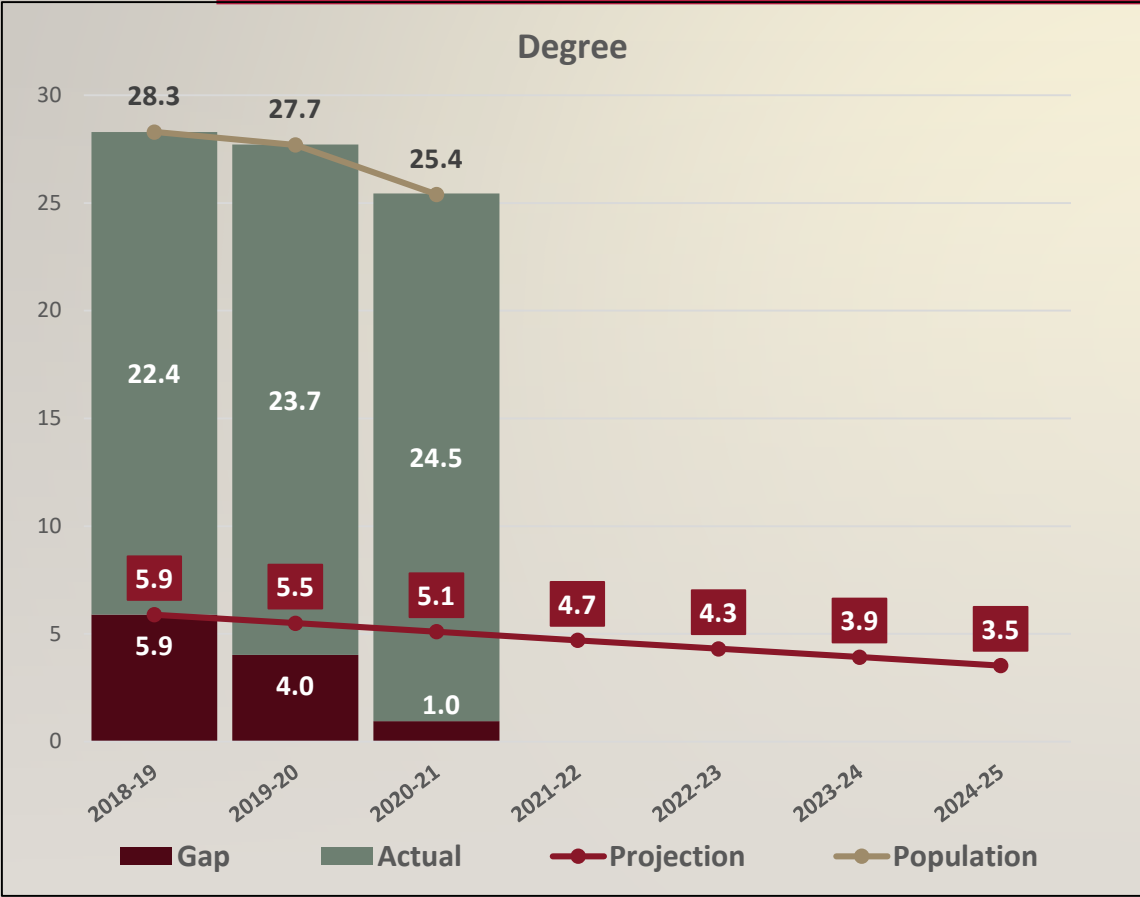
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**CLOSE ALL STUDENT EQUITY GAPS**

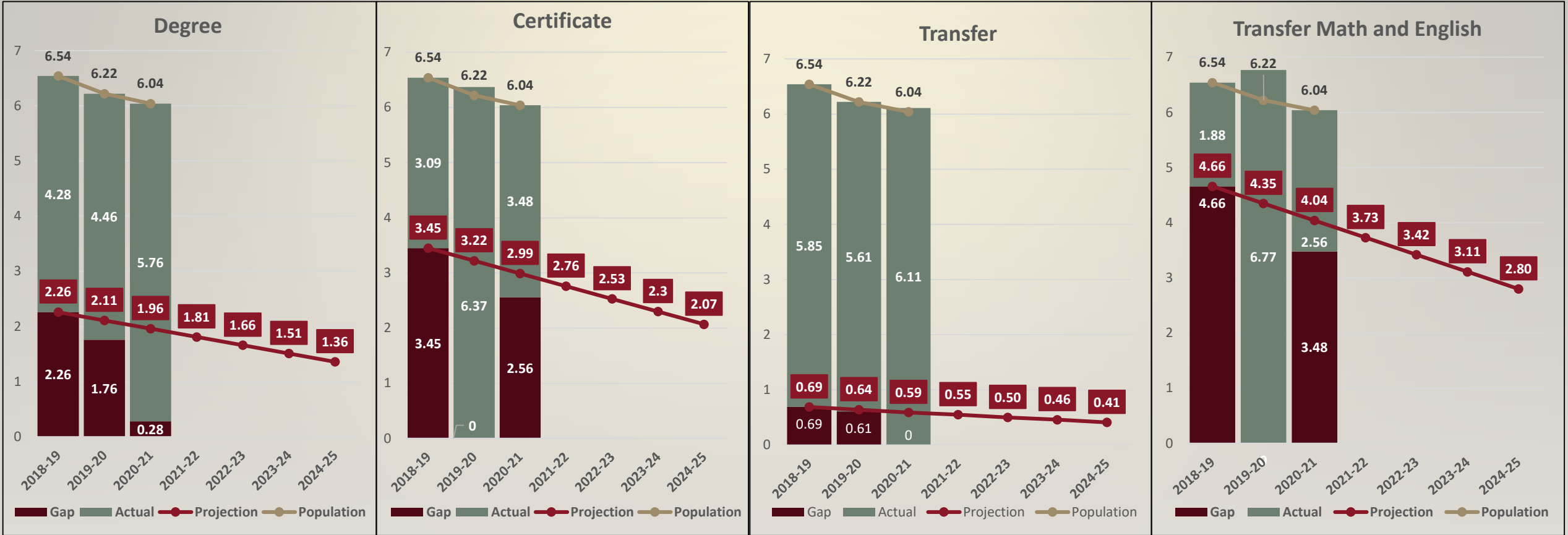
*(5 KEY PERFORMANCE INDICATORS)*



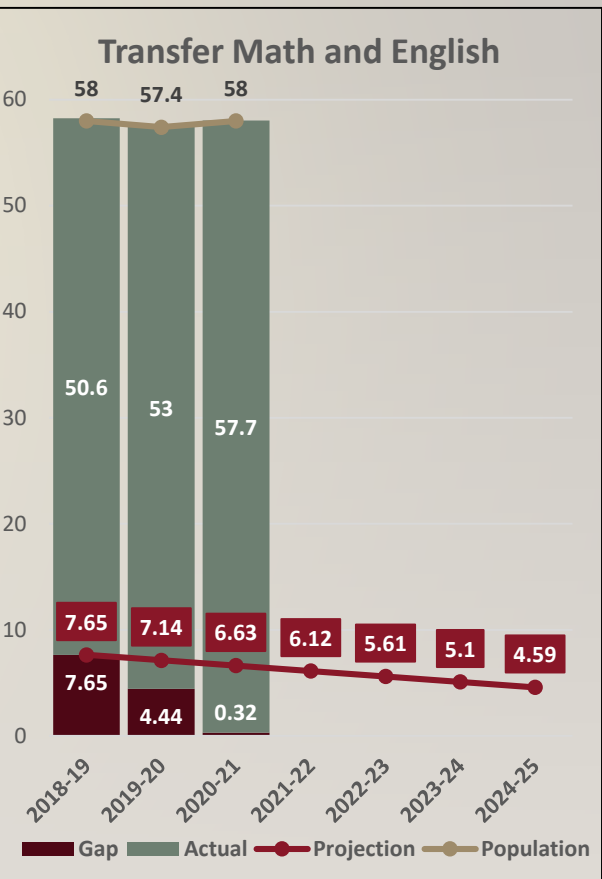
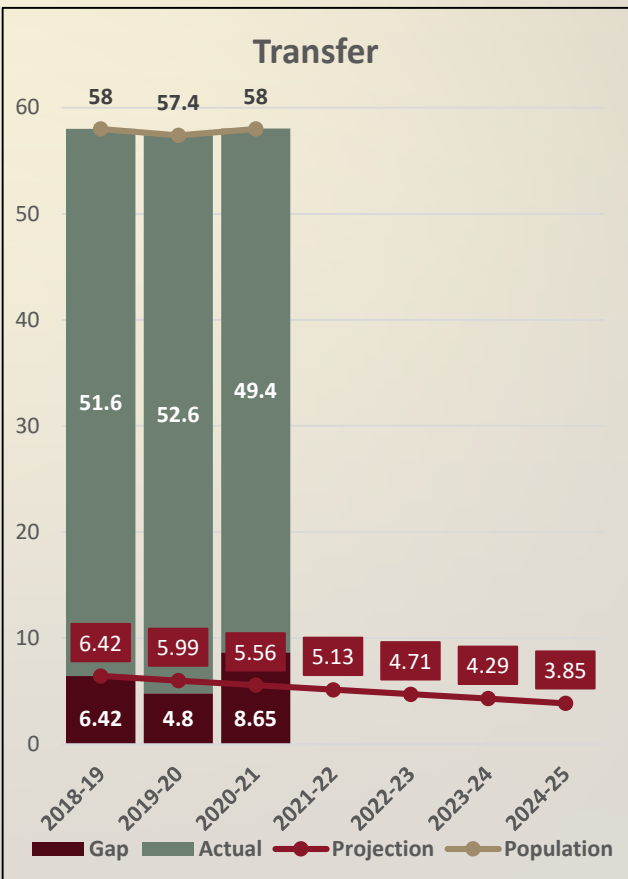
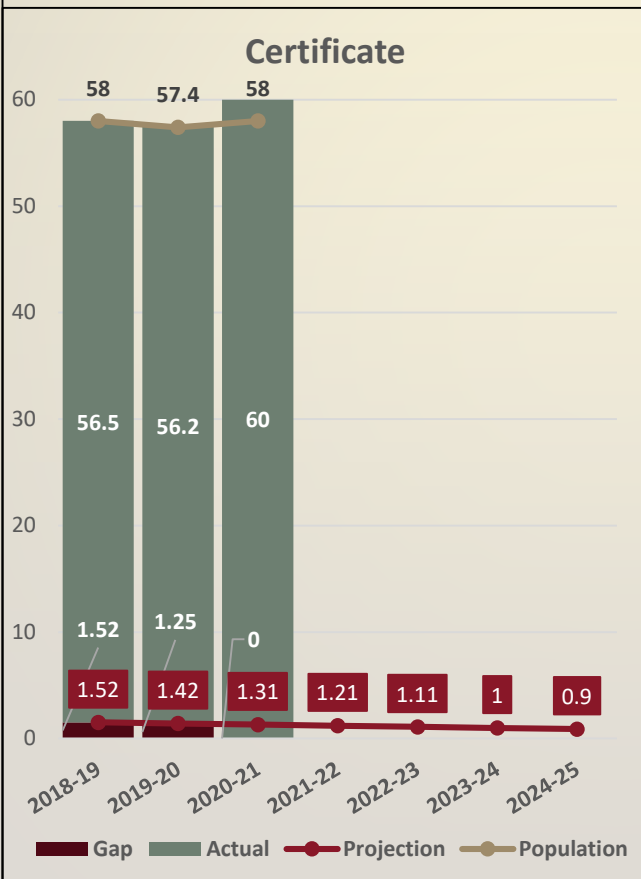
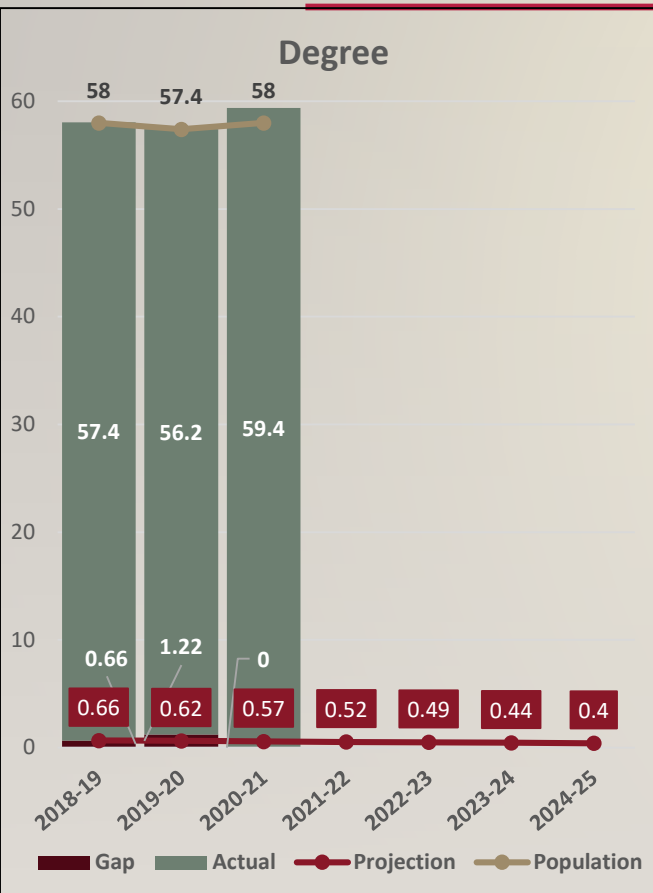
# EQUITY GAP EXAMPLE: MEN OF COLOR DEGREE COMPLETION



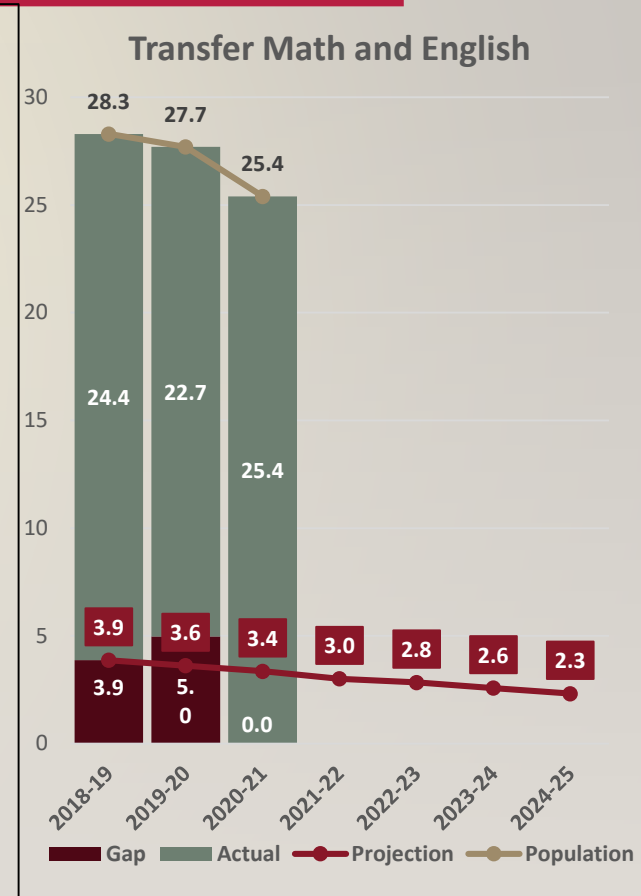
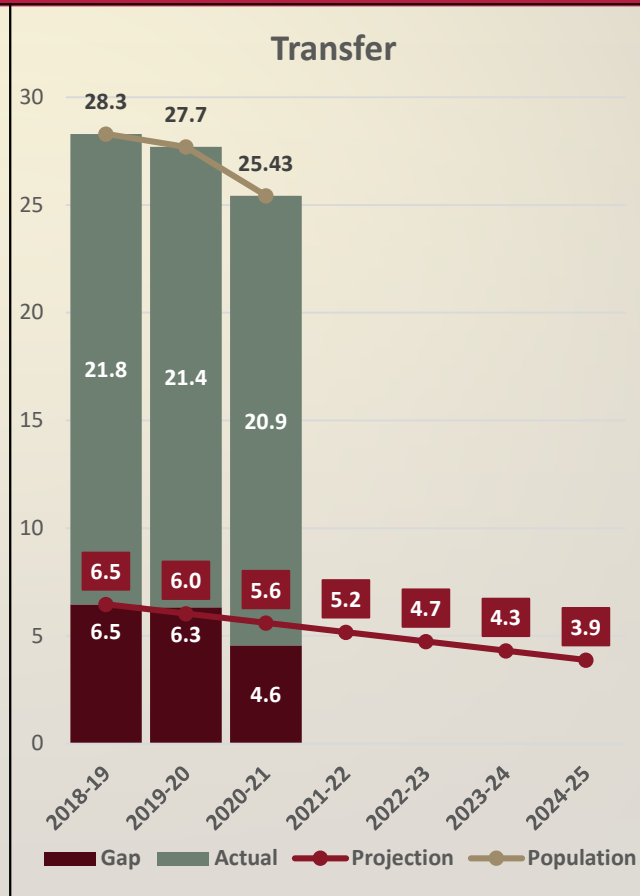
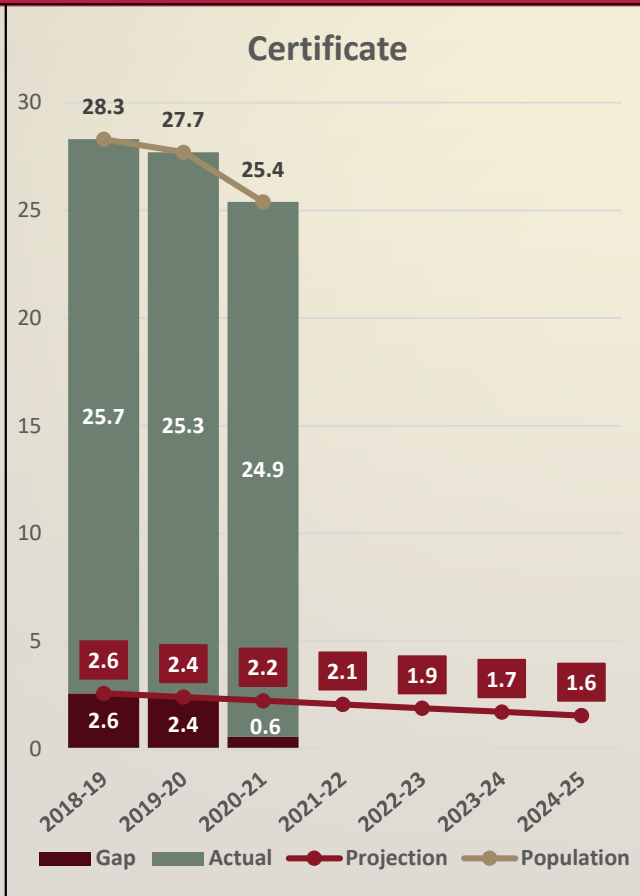
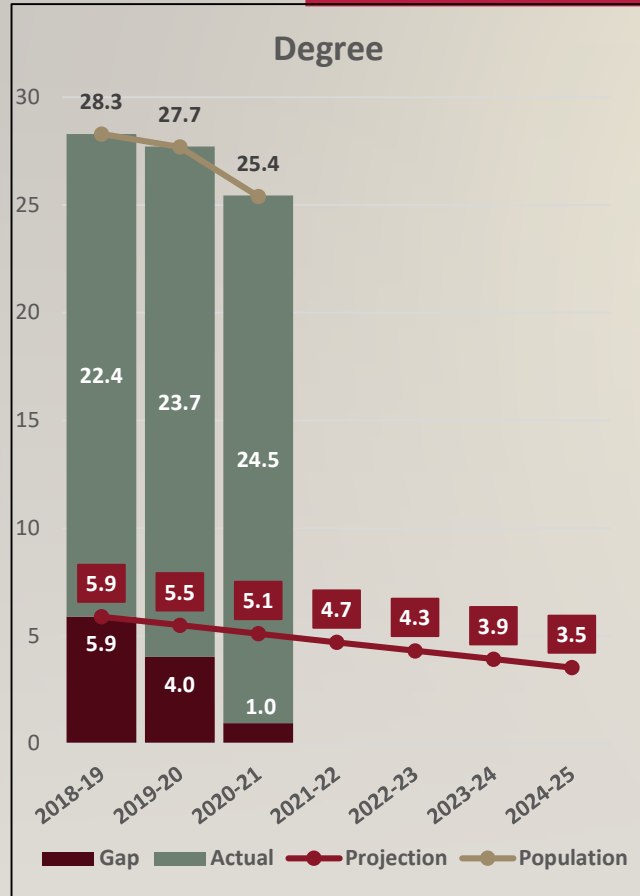
# KPI #8 (OBJECTIVE 3.1): REDUCE THE EQUITY GAP FOR AFRICAN AMERICAN STUDENTS BY 40%



# KPI #9 (OBJECTIVE 3.2): REDUCE THE EQUITY GAP FOR LATINX STUDENTS BY 40%.

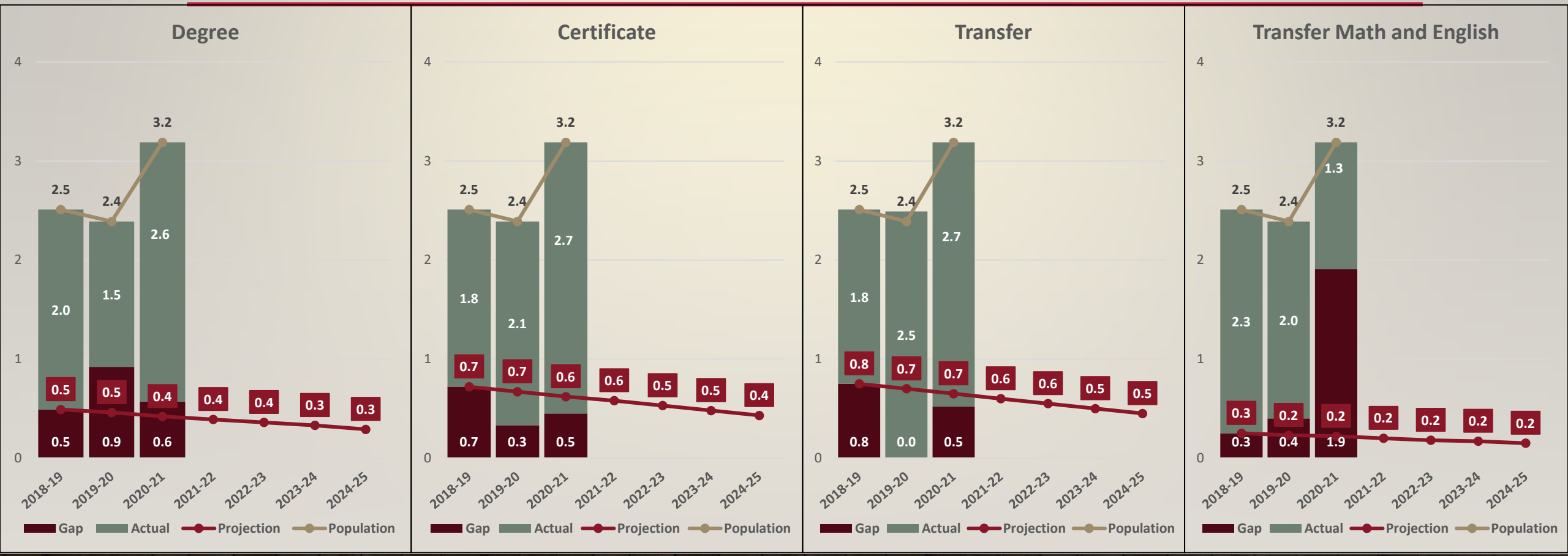


# KPI #10 (OBJECTIVE 3.3): REDUCE THE EQUITY GAP FOR MEN OF COLOR BY 40%.

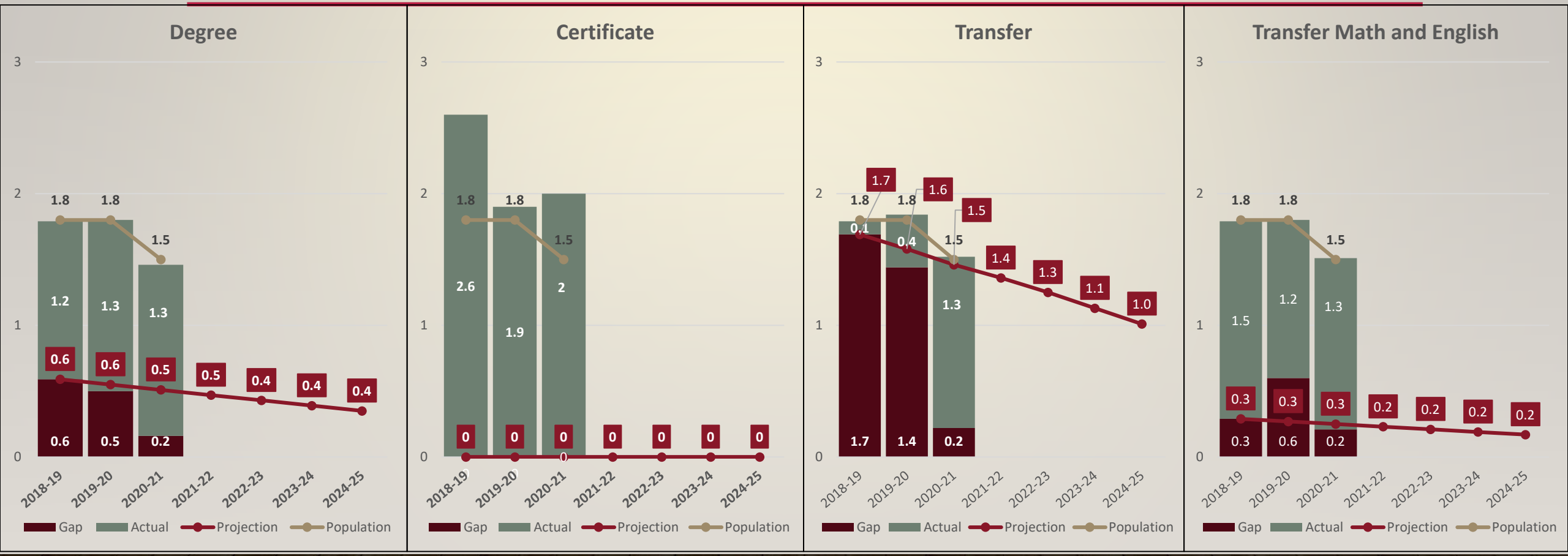




# KPI #1 | OBJECTIVE 3.4: REDUCE THE EQUITY GAP FOR LGBTQ+ STUDENTS BY 40%.



# KPI #12 (OBJECTIVE 3.5): REDUCE THE EQUITY GAP FOR FOSTER YOUTH STUDENTS BY 40%.





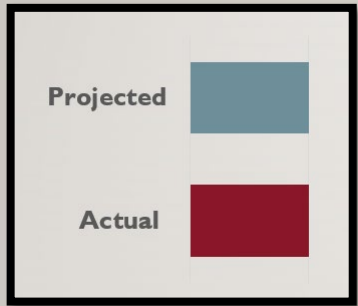
# GOAL: WORKFORCE & ECONOMIC DEVELOPMENT

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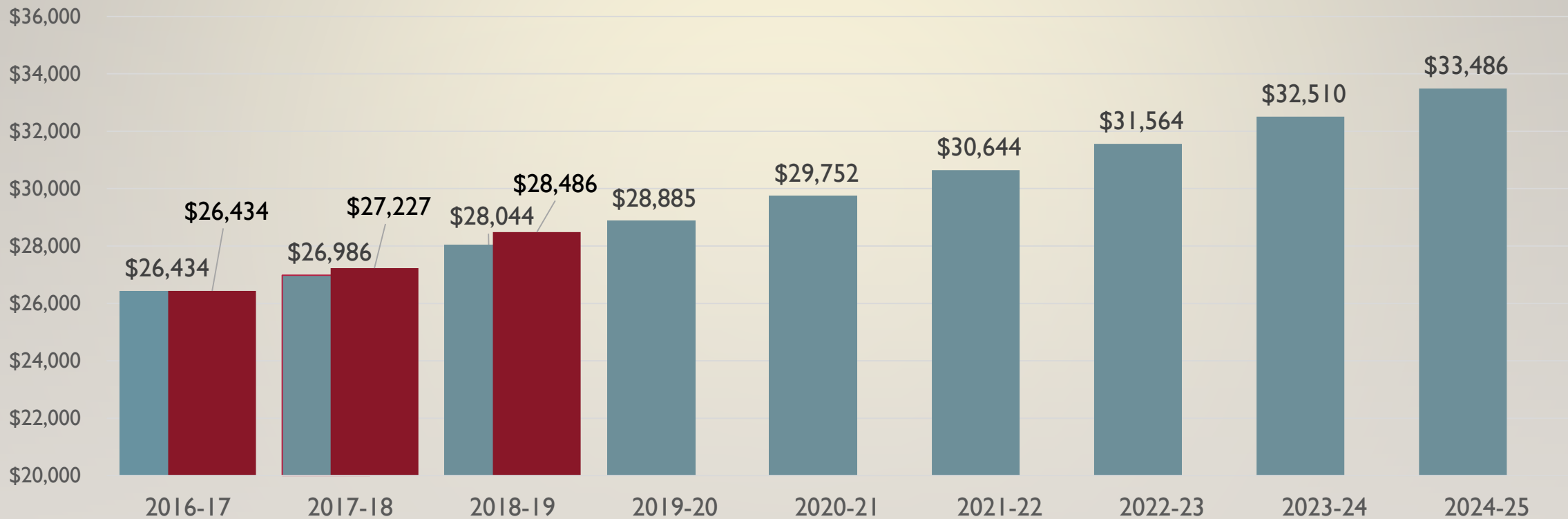
REDUCE WORKING POVERTY AND THE SKILLS GAP

*(3 KEY PERFORMANCE INDICATORS)*



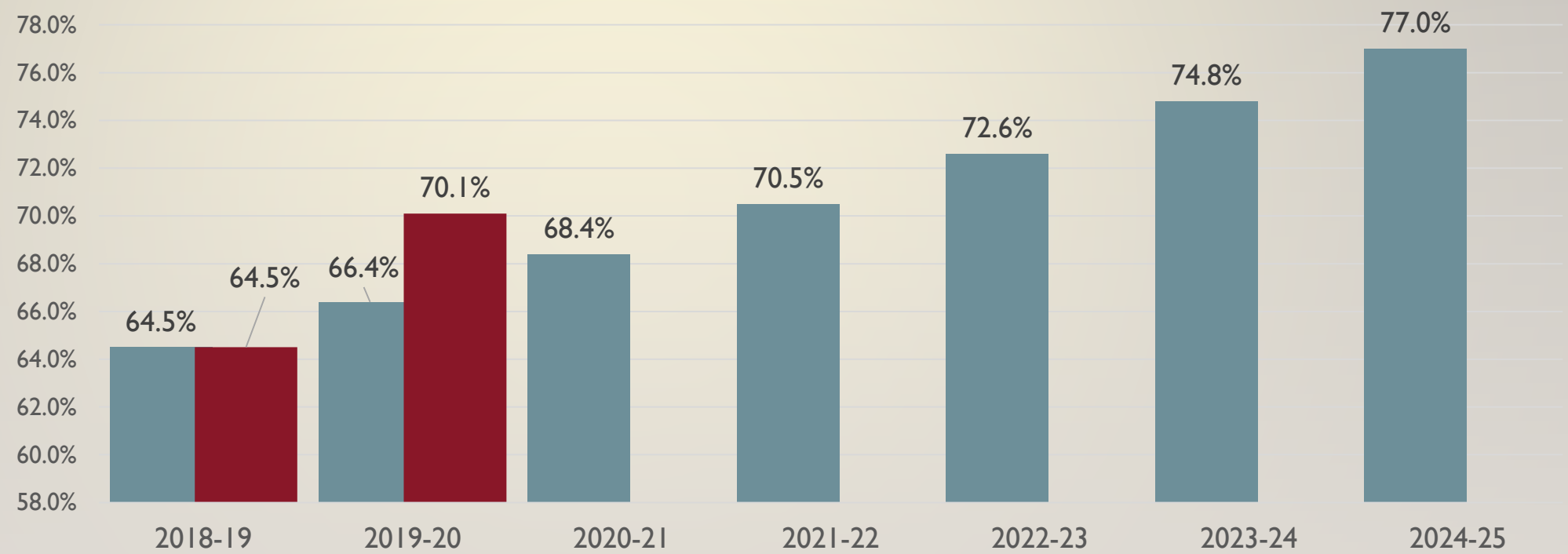
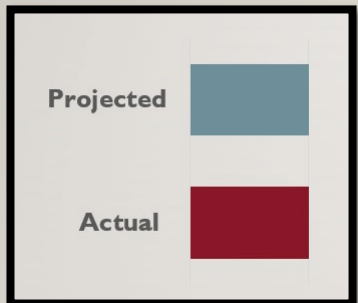


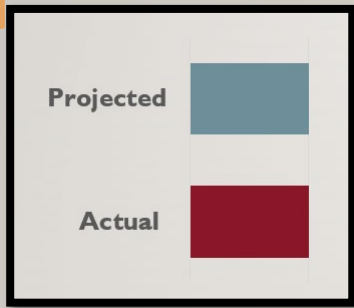
# KPI #13 (OBJECTIVE 5.1): INCREASE THE MEDIAN ANNUAL EARNINGS OF ALL STUDENTS



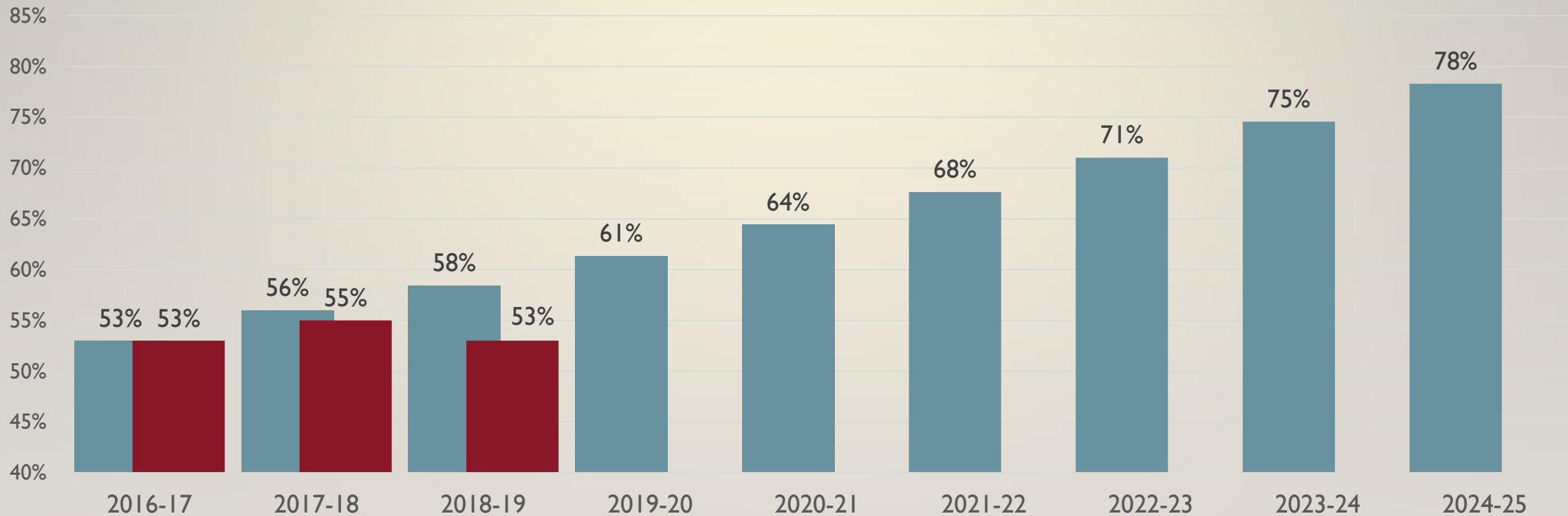
Source: Student Success Metrics Dashboard

# KPI #14 (OBJECTIVE 5.2): INCREASE PERCENT OF CTE STUDENTS EMPLOYED IN THEIR FIELD OF STUDY BY 3% ANNUALLY





# KPI #15 (OBJECTIVE 5.3): INCREASE PERCENT OF ALL STUDENTS WHO ATTAIN A LIVABLE WAGE BY 5% ANNUALLY



# SUMMARY KPI HIGHLIGHTS 2020-21

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- Even with the drop in headcount for 2020-21, Degree completion has continued to increase by 15% from 2019-20.
- Equity gap closed this year for:
  - Black Students in Transfer
  - Latinx students in Degree and Certificate Completion
  - Men of Color students in Transfer Math and English completion in the first year
  - Foster Youth in Certificate Completion
- Have met or exceeded the 2024-25 goal for:
  - All above with equity gap closed
  - Black Students in Degree Completion
  - Latinx student in Transfer Math & English Completion
  - Foster Youth in Degree and Transfer Completion
- Median annual earnings of all students has exceeded projections.
- CTE students employed in their field of study continues to increase and exceed projections.

# SUMMARY KPI HIGHLIGHTS 2020-2021

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## KPIs of concern:

- Lower FTES -718 below target
- Lower headcount -1155 below target
- Lower capture rates from feeder high schools – decreasing each year since 2018-19
- Number of degrees completed – 208 below target (steadily increasing since 2018-19)
- Number of certificates completed – 288 below target (25% drop from last year)
- Number of Transfer students – 498 below target (30% drop from last year)
- Number of First-time Full-time students – 97 below target (22% drop from last year)
- Increased equity gap for Latinx students in Transfer
- Increased equity gap for LGBTQ+ students in Certificate, Transfer and Transfer-Level Math/English Completion in first year
- Lower percent of all students who attain a living wage – 9% reduction (2018-19)



# QUESTIONS?

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## **Reaffirmation of Constituency Groups' Right of Appointment**

Norco College affirms that “constituency groups derive their roles and responsibilities through Government Code, California Education Code Title 5, the California Code of Regulations, board policy and accompanying administrative regulations, and job descriptions” (Strategic Planning & Governance Manual p.57). In alignment with our Strategic Planning & Governance Manual (SPGM) all charters should note if it is a governance entity. The appointment rights of the five Norco College representative employee groups (SPGM p.57) are expanded upon below.

### ***Norco College Academic Senate***

The Norco College Academic Senate (NCAS) is the official legislative body representing faculty in college governance. NCAS has the authority per Title 5 Sections 53203 to appoint faculty representatives to serve on governance entities. Title 5 Section 53200 and Board Policy 2005 ensure the right of the Academic Senate to participate in community college governance. See pages 59-60 in the Strategic Planning & Governance Manual (SPGM).

### ***Administration***

The College Administration is the primary constituent group responsible and accountable for supervising the operation of or formulating policy regarding the instructional or student services program of the college or district. Administrators (management) has the authority per Accreditation standards IV.A.3 and IV.A.4 as well as Education Code §87002(b) to appoint managers to serve on governance entities. For college governance entities where a constituent representative is warranted/requested, Norco College administrators shall be appointed by the Executive Cabinet. See SPGM pages 51-53 and 57.

### ***Associated Students of Norco College***

The Associated Students of Norco College (ASNC) is the official legislative body responsible for providing effective student government. ASNC has the authority per Education Code 70902.a7 to appoint student representatives to serve on governance entities which may include councils, committees, task forces, project teams/workgroups, etc. so that students' voices can be represented through the planning process. Board Policy 3400 and Title 5 Section 51023.7, define students' right to participate in community college governance. See pages 53-54 in the SPGM.

### ***California School Employees Association***

The California School Employees Association Chapter 535 (CSEA) is the exclusive representative of classified employees in the Riverside Community College District. CSEA 535 has the authority per Title 5, section 51023.5(a)(7), California Education Code Section 70901.2(a) and 70902; Government Code Sections 3540 et. seq., 3543.2) to appoint classified professionals to serve on governance entities which may include councils, committees, task forces, project teams/workgroups, etc. Classified Professionals are guaranteed the right to participate in community college governance per Title 5 §51023.5(a)(4) and (6) and RCCD BP 1510. See pages 52 and 54 in the SPGM.

### ***Confidential Employees***

Confidential Employees of Riverside Community College District are determined by the Board of Trustees as specified in Board Policy 6240 and in accordance with applicable law (GC 3540.1(c)). Their participation in district governance is coordinated through an identified RCCD confidential representative. Their participation in college governance is mutually determined by the employee and their supervisor.