



PALO VERDE COMMUNITY COLLEGE DISTRICT

BOARD OF TRUSTEES REGULAR BOARD MEETING MINUTES

Tuesday, September 8, 2026

Closed Session 4:00 p.m. | Open Session 5:00 p.m.

Physical Meeting Location: One College Drive, Blythe, CA 92225 - CL 101

Livestream Meeting Location: Needles Educational Center, 725 W. Broadway, Needles, CA 92363

Page

1. OPENING OF MEETING

The meeting was called to order at 4:01 p.m. by Board President Gloria Copple.

1.1 CALL TO ORDER

1.2 ROLL CALL

Governing Board Members:

- **Present:** Gloria Copple, Jon McNeil, Scott Dean, Brad Arneson, Glenda Williams, Student Trustee Grace Wehrli
- **Absent:** Angel Ramirez, Stella Camargo-Styers

Also Present at the Board Table:

- Dr. Sandra “Sam” Robinson, Interim Assistant Superintendent/Vice President of Instruction & Student Services, assuming the duties of the Superintendent/President
- Naomi Alaniz, Executive Assistant to the Superintendent/President and Board of Trustees

1.3 APPROVAL OF CLOSED SESSION AGENDA

Motion: Approve the Closed Session Agenda for this meeting.

Moved by: Jon McNeil

Seconded by: Brad Arneson

Action: Motion Carries

Vote:

- **Yes:** Gloria Copple, Jon McNeil, Scott Dean, Brad Arneson, Glenda Williams, Grace Wehrli

2. HEARING OF CITIZENS - CLOSED SESSION ITEMS

2.1 PUBLIC COMMENT ON CLOSED SESSION ITEMS

Alice Dean, President of CSEA Chapter 180, addressed the Board regarding Closed Session Items 3.2, 3.3, and 3.4. Ms. Dean welcomed the District's incoming Superintendent/President and expressed optimism for new leadership and a fresh start. She referenced former employee Staci Lee and stated that she had previously felt compelled to speak regarding Ms. Lee's employment situation but had not done so. Ms. Dean discussed Ms. Lee's more than 20 years of service to the District and stated that her experience prompted Ms. Dean to speak before another long-term employee's situation remained unresolved.

Ms. Dean then spoke as CSEA Chapter President on behalf of Chief Union Steward Rich Soto, with his permission. She stated that Mr. Soto has also served the District for approximately 20 years and expressed concern that he has remained on paid administrative leave and prohibited from campus since December 2025 while an investigation remains unresolved. Ms. Dean questioned the length and status of the investigation and asked the Board to exercise oversight by inquiring into the delay and ensuring that Mr. Soto receives a fair and timely process consistent with his contractual and due process rights.

Ms. Dean also expressed broader concerns regarding fairness, consistency, due process, and accountability in personnel matters involving long-term District employees. She asked the Board to consider employees' work history and whether appropriate processes have been followed before employment decisions are made. Ms. Dean emphasized that she was not asking the Board to determine the outcome of Mr. Soto's matter, but requested that the Board determine why it has remained unresolved, ensure appropriate oversight and accountability, and provide a timely resolution based on facts, fairness, and due process.

Following Public Comment on Closed Session Items, Board President Copple read the following statement into the record:

"At this time, I would like to amend the report out of Closed Session provided at the August 11, 2026, Board meeting to satisfy the District's legal obligations.

The Board took action to release a classified administrator. The action was approved by a 4–2 vote as follows:

- *Trustee Copple – No*
- *Trustee McNeil – Yes*
- *Trustee Dean – No*
- *Trustee Arneson – Yes*
- *Trustee Styers – Yes*
- *Trustee Ramirez – Yes*
- *Trustee Williams – Absent"*

3. RECESS TO CLOSED SESSION

The Governing Board recessed to Closed Session at 4:11 p.m.

- 3.1 CONFERENCE WITH LABOR NEGOTIATOR (GOVERNMENT CODE § 54957.6)
- 3.2 CONFERENCE WITH LABOR NEGOTIATOR (GOVERNMENT CODE § 54957.6)
- 3.3 PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE (GOVERNMENT CODE § 54957)
- 3.4 CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION; SIGNIFICANT EXPOSURE TO LITIGATION (GOVERNMENT CODE § 54956.9)

4. RECONVENE TO OPEN SESSION

The Governing Board reconvened to Open Session at 5:35 p.m.

- 4.1 FLAG SALUTE
The Pledge of Allegiance was recited.
- 4.2 REPORT ON ANY ACTION TAKEN IN CLOSED SESSION
Board President Copple reported that no action was taken in Closed Session tonight.
- 4.3 APPROVAL OF OPEN SESSION AGENDA
Motion: Approve the Open Session Agenda for this meeting.
Moved by: Brad Arneson
Seconded by: Jon McNeil
Action: Motion Carries
Vote:
 - **Yes:** Gloria Copple, Jon McNeil, Scott Dean, Brad Arneson, Glenda Williams, Grace Wehrli
- 4.4 ANNOUNCEMENT OF RECUSAL FROM AGENDA ITEMS
Board President Copple announced that she needed to recuse herself from Item 7 – Consideration of Consent Items from the August 11, 2026, Regular Meeting.
Trustee Williams announced that she needed to recuse herself from Item 9.9 – Consideration of Approval of the Absence of Trustee Glenda Williams from the August 11, 2026, Regular Meeting of the Board of Trustees.
- 4.5 CONSIDERATION AND APPROVAL OF ADMINISTRATOR COMPENSATION, DR. ESTELLA CASTILLO-GARRISON
Prior to consideration of this item, Board President Copple publicly reported the compensation provisions of the proposed employment agreement for Superintendent/President Dr. Estella Castillo-Garrison. Board President Copple read the following statement:
“Before the Board considers Item 4.5, Consideration and Approval of the Superintendent/President Employment Contract, I am required to publicly report the compensation provisions of the proposed agreement.
The Board is being asked to approve the employment agreement for Dr. Estella Castillo-Garrison to serve as Superintendent/President of the Palo Verde Community College District.
The term of the employment agreement is September 9, 2026, through June 30, 2030.

The Superintendent/President shall receive:

- *An annual salary of \$300,000;*
- *\$12,000 in annual contributions to one or more qualified deferred compensation plans;*
- *An \$18,000 annual vehicle allowance; and*
- *Health and welfare and other benefits consistent with those provided to other educational administrators of the District, including a \$23,000 cap contribution.*

The employment agreement is available for public inspection and will be made available upon request in accordance with the Brown Act."

Public Comment:

Board President Copple opened the floor for public comment at 5:39 p.m. There was no public comment, and the public comment period closed at 5:39 p.m.

Board Discussion:

Trustee McNeil expressed his gratitude to have Dr. Castillo-Garrison present at the meeting and described her arrival as a new start for the District. He stated that the Board was elated with her selection, that she has tremendous support from the Board, and that the Board looks forward to her leadership. He emphasized the importance of the Superintendent/President's role and leadership to the District.

Board President Copple echoed Trustee McNeil's sentiments.

Motion: Approve the employment agreement and administrator compensation for Dr. Estella Castillo-Garrison as Superintendent/President of the Palo Verde Community College District, as presented.

Moved by: Jon McNeil

Seconded by: Brad Arneson

Action: Motion Carries

Vote:

- **Yes:** Gloria Copple, Jon McNeil, Scott Dean, Brad Arneson, Glenda Williams, Grace Wehrli

Following approval of the employment agreement, Dr. Estella Castillo-Garrison was invited to speak. Dr. Castillo-Garrison thanked the Board for its confidence and expressed her enthusiasm for joining the District. She described the occasion as a wonderful start to their time together, thanked the Board and College community for the warm welcome, and stated that she looked forward to continuing to get to know everyone and beginning the work ahead.

5. HEARING OF CITIZENS - NON-AGENDA ITEMS

5.1 PUBLIC COMMENT ON NON-AGENDA ITEMS

No public comments were offered regarding matters not listed on tonight's agenda.

6. 2026-2027 BUDGET PRESENTATION, PUBLIC HEARING, AND ADOPTION

6.1 PALO VERDE COMMUNITY COLLEGE DISTRICT 2026-2027 BUDGET PRESENTATION

James Thomas, Interim Assistant Superintendent/Vice President of Administrative

Services and College Advancement, provided an update on Administrative Services and the District's 2026–2027 Final Budget. Mr. Thomas reported that the District's Galaxy books were closed on August 25, 2026, and that the Final Budget was made publicly available on September 3, 2026, as required. He stated that work would begin the following day on the District's Form 311 financial report and that the year-end audit remained in progress, with completion anticipated by December.

Mr. Thomas also provided a Facilities and Operations update, reporting that new furniture had been installed in the downstairs area of the CL Building; new equipment and the necessary power supply had been installed in the Building Trades facility; and automated external defibrillators (AEDs), first aid kits, and bleed control kits had been installed across the Main Campus, Needles Educational Center, and Child Development Center.

Regarding the Final Budget, Mr. Thomas stated that the District faced several challenges and time constraints in preparing the budget during the administrative transition, but was able to complete it within the required timeframe. He recognized the Fiscal Services team for the additional early morning, evening, and weekend hours required to complete the budget and thanked the broader PVC team for its support. Mr. Thomas stated that certain areas would continue to be reviewed with the consultant, including actual expenditures compared with budgeted amounts, and that if the review identified a need for adjustments that would impact the budget, those adjustments would be brought to the Board in November.

Mr. Thomas further reported that, in preparation for development of the 2027–2028 budget, a detailed budget calendar would be presented to the Board in November outlining deadlines and processes to provide transparency to the College community. He then invited questions and comments from the Board.

Board Discussion:

Trustee Dean asked whether the District was projecting a surplus or deficit. Mr. Thomas responded that the projected budget would draw somewhat from reserves but that the District was expected to remain above the Board-mandated minimum reserve level, with reserves projected at approximately 40.3 percent. Trustee Dean and Mr. Thomas discussed whether the Board's established minimum reserve was 35 percent or 40 percent, with Mr. Thomas stating that he understood the Board-approved minimum to be 35 percent.

Dr. Sam Robinson thanked Mr. Thomas and the Administrative Services team for their work in preparing the budget during the administrative transition. She recognized Mr. Thomas's efforts to increase transparency, collaboration, and communication within Administrative Services and stated that she felt involved and supported throughout the process.

Trustee McNeil also thanked Mr. Thomas and expressed appreciation for receiving accurate financial information, noting that he had raised concerns regarding the accuracy of District financial information for several years. He stated that having accurate information would allow the District to better plan for the future.

Mr. Thomas concluded by discussing plans to provide the Board with additional financial information in the future. He stated that the District currently provides projections for one

year and that he would like to expand future budgets to include three- or four-year projections so the Board can identify financial trends and make better-informed decisions.

6.2 PUBLIC HEARING ON PALO VERDE COMMUNITY COLLEGE DISTRICT 2026–2027 FINAL BUDGET

Board President Copple opened the public hearing on the Palo Verde Community College District 2026–2027 Final Budget at 5:49 p.m. There was no public comment. Board President Copple closed the public hearing at 5:49 p.m.

6.3 ADOPTION OF THE PALO VERDE COMMUNITY COLLEGE DISTRICT 2026–2027 FINAL BUDGET

Trustee McNeil moved to adopt the Palo Verde Community College District 2026–2027 Final Budget. Trustee Arneson seconded the motion.

Trustee Dean noted that Item 6.3 contained the notation “Insert attachment” and asked for clarification regarding the document being considered for adoption. Executive Assistant Naomi Alaniz explained that the Final Budget had been attached to Item 6.2 – Public Hearing on Palo Verde Community College District 2026–2027 Final Budget, and that the notation “Insert attachment” had inadvertently remained in Item 6.3 during preparation and publication of the agenda.

Trustee Dean recommended that the record clearly identify the document being considered so that it would be clear what the Board was approving. Executive Assistant Alaniz suggested that the motion specify adoption of the Palo Verde Community College District 2026–2027 Final Budget as presented and attached to Item 6.2.

Trustee McNeil revised his motion to adopt the Palo Verde Community College District 2026–2027 Final Budget as presented and attached to Item 6.2. Trustee Arneson seconded the revised motion.

Motion: Adopt the Palo Verde Community College District 2026–2027 Final Budget as presented and attached to Item 6.2.

Moved by: Jon McNeil

Seconded by: Brad Arneson

Action: Motion Carries

Vote:

- **Yes:** Gloria Copple, Jon McNeil, Scott Dean, Brad Arneson, Glenda Williams, Grace Wehrli

7. **CONSIDERATION OF CONSENT ITEMS FROM THE AUGUST 11, 2026, REGULAR MEETING**

7.1 APPROVAL OF JUNE 9, 2026, REGULAR MEETING MINUTES

7.2 APPROVAL OF JUNE 23, 2026, SPECIAL MEETING MINUTES

7.3 APPROVAL OF TEMPORARY PART-TIME FACULTY FOR FALL 2026

7.4 RATIFICATION OF WORK ORDER AGREEMENT WITH TK ELEVATOR CORPORATION FOR WATER DAMAGE REPAIRS AT THE NEEDLES EDUCATIONAL CENTER

7.5 APPROVAL OF CONSULTANT SERVICES AGREEMENT WITH JEREMY JONES

- 7.6 APPROVAL OF CONSULTANT SERVICES AGREEMENT WITH KYLE CRIDER
- 7.7 APPROVAL OF CONSULTANT SERVICES AGREEMENT WITH ALCOVE INSIGHTS, INC.
- 7.8 APPROVAL OF CONSULTANT SERVICES AGREEMENT WITH AG DATA SOLUTIONS LLC
- 7.9 APPROVAL OF STUDENT ATHLETIC INSURANCE COVERAGE
- 7.10 APPROVAL OF VOLUNTEERS FOR ACADEMIC YEAR 2026-2027
- 7.11 APPROVAL OF PART-TIME TEMPORARY STUDENT WORKERS FOR SUMMER 2026 SEMESTER
- 7.12 APPROVAL OF CONSULTANT SERVICES AGREEMENT WITH PAUL TRAN
- 7.13 APPROVAL OF CONSENT ITEMS FROM THE AUGUST 11, 2026, REGULAR MEETING

Due to Board President Copple's recusal from Item 7 – Approval of Consent Items from the August 11, 2026, Regular Meeting, Board Vice President McNeil assumed the chair for consideration of the item.

Motion: Approve the Consent Items from the August 11, 2026, Regular Meeting as presented.

Moved by: Brad Arneson

Seconded by: Glenda Williams

Action: Motion Carries

Vote:

- **Yes:** Jon McNeil, Scott Dean, Brad Arneson, Glenda Williams, Grace Wehrli
- **Recused:** Gloria Copple

Board Discussion:

Trustee Dean asked about Item 7.3 – Approval of Temporary Part-Time Faculty for Fall 2026, noting that the item was related to the August 11 recusal issue. He asked whether the faculty appointments had already gone into effect and whether the corrective vote taken that evening would affect their employment status. Dr. Sam Robinson confirmed that the appointments were already in effect and stated that approval of the item that evening would have no impact on their status; an impact would occur only if the item were not approved.

Trustee Dean also questioned the District's continued use of consultants and asked why the District did not instead hire employees with the expertise necessary to perform the work. Dr. Robinson stated that the District was working to reduce its reliance on consultants, consistent with previous discussions with Interim Superintendent/President Knudson. She explained that consultant agreements were increasingly being structured to include training and recorded sessions to build internal staff capacity and provide resources for future reference. Dr. Robinson stated that the District was working to reduce both the number of consultant contracts and the amounts of those contracts.

Trustee McNeil expressed similar concerns regarding the District's historical reliance on consultants, including the use of consultants to support the work of other consultants. He noted that he had heard concerns regarding consultant use from members of the community and expressed interest in receiving future updates regarding the District's efforts to address the issue.

8. CONSENT ITEMS

- 8.1 APPROVAL OF AUGUST 11, 2026, REGULAR MEETING MINUTES
- 8.2 APPROVAL OF AUGUST 17, 2026, SPECIAL MEETING MINUTES
- 8.3 APPROVAL OF AUGUST 18, 2026, SPECIAL MEETING MINUTES
- 8.4 APPROVAL OF AUGUST 19, 2026, SPECIAL MEETING MINUTES
- 8.5 APPROVAL OF AUGUST 20, 2026, SPECIAL MEETING MINUTES
- 8.6 APPROVAL OF AUGUST 25, 2026, SPECIAL MEETING/BOARD RETREAT MINUTES
- 8.7 APPROVAL OF AUGUST 28, 2026, SPECIAL MEETING MINUTES
- 8.8 APPROVAL OF PERSONNEL ACTIONS REPORT - SEPTEMBER 2026
- 8.9 APPROVAL OF PART-TIME TEMPORARY STUDENT WORKERS FOR FALL 2026 SEMESTER
- 8.10 SECOND READ AND APPROVAL OF REVIEWED/REVISED BOARD POLICIES
- 8.11 APPROVAL OF CLINICAL AFFILIATION AGREEMENTS AND AMENDMENT
- 8.12 APPROVAL OF AMENDMENT NO. 2 TO LAUNCH APPRENTICESHIP NETWORK LOCAL EDUCATION AGENCY AGREEMENT
- 8.13 APPROVAL OF AMENDMENT TO INSTRUCTURE ORDER FORM
- 8.14 RATIFICATION OF CONSULTANT AGREEMENT WITH KENNY MULLIN
- 8.15 RATIFICATION OF CONSULTANT AGREEMENT WITH VEGAS DAVIS PROBODYTECHAZLETICS
- 8.16 APPROVAL OF CONSENT ITEMS FOR SEPTEMBER 2026

Prior to consideration of the Consent Agenda, Board President Copple read the following statement:

"Before consideration of the Consent Agenda, I would like to note a correction to Item 8.2. The August 17, 2026, Special Meeting Minutes should reflect Trustee Dean's vote on Item 2.1 as 'No' rather than 'Yes.' The Consent Agenda is presented for approval as amended."

Motion: Approve the Consent Items as presented, with Item 8.2 – Approval of August 17, 2026, Special Meeting Minutes amended to reflect Trustee Scott Dean's vote on Item 2.1 as "No" rather than "Yes."

Moved by: Jon McNeil

Seconded by: Brad Arneson

Action: Motion Carries

Vote:

- **Yes:** Gloria Copple, Jon McNeil, Scott Dean, Brad Arneson, Glenda Williams, Grace Wehrli

9. ACTION ITEMS

- 9.1 APPOINTMENT/APPROVAL OF SECRETARY TO THE BOARD OF TRUSTEES, DR. ESTELLA CASTILLO-GARRISON

Motion: Appoint Dr. Estella Castillo-Garrison as Secretary to the Board of Trustees.

Moved by: Brad Arneson

Seconded by: Scott Dean

Action: Motion Carries

Vote:

- **Yes:** Gloria Copple, Jon McNeil, Scott Dean, Brad Arneson, Glenda Williams, Grace Wehrli

9.2 APPROVAL OF AUTHORIZED AGENTS AND RCOE CERTIFICATION OF SIGNATURES FOR PVCCD

Motion: Approve the Authorized Agents and RCOE Certification of Signatures as presented for PVCCD.

Moved by: Jon McNeil

Seconded by: Brad Arneson

Action: Motion Carries

Vote:

- **Yes:** Gloria Copple, Jon McNeil, Scott Dean, Brad Arneson, Glenda Williams, Grace Wehrli

Board Discussion:

Trustee Dean asked who was being added to or removed from the list of authorized agents, noting that the authorized agents may sign financial reports, payroll-related orders, and employment notices. Executive Assistant Naomi Alaniz explained that Interim Superintendent/President Ed Knudson was being removed and incoming Superintendent/President Dr. Estella Castillo-Garrison was being added, and that this was the only change to the list.

Trustee Dean asked how many individuals were included on the list and questioned whether Dr. Sam Robinson was included, indicating that she should be. Executive Assistant Alaniz confirmed that the Trustees and Dr. Robinson were included and clarified that the District's Vice Presidents, including James Thomas and Elena Rodriguez, were also included. Trustee Dean noted the importance of having additional authorized agents if something were to happen to the Superintendent/President.

Executive Assistant Alaniz explained that the certification is updated whenever there is a change in Board membership or at the Vice President/Cabinet level, which accounted for the item having been presented to the Board frequently in recent months.

Trustee Dean stated for the record that he had attempted to contact the President with questions but had been unable to reach her. He acknowledged that he should have looked earlier, but had planned to ask his questions today. Trustee Dean also recognized his friend, Charles Friedman of Palm Desert, who was present at the meeting, and noted Mr. Friedman's campaign experience, including having worked on Ted Kennedy's campaign while in college.

9.3 APPROVAL OF TENTATIVE AGREEMENT WITH CSEA CHAPTER 180, ARTICLE 3-COMPENSATION & BENEFITS

Motion: Approve the attached Tentative Agreement with CSEA Chapter 180 as presented.

Moved by: Scott Dean

Seconded by: Jon McNeil

Action: Motion Carries

Vote:

- **Yes:** Gloria Copple, Jon McNeil, Scott Dean, Brad Arneson, Glenda Williams, Grace Wehrli

Board Discussion:

Trustee McNeil expressed his appreciation that the tentative agreement had been reached, noting that the previous agreement had taken a long time to complete and that this agreement moved quickly. He stated that he was happy to have happy employees.

Dr. Sam Robinson agreed and stated that she was very happy to work with the CSEA negotiations team. She described the negotiations as collaborative and solutions-oriented and stated that this contributed to the parties being able to come together and reach an agreement quickly.

Trustee McNeil added that it was helpful to have a cooperative administration.

Public Comment:

Alice Dean, President of CSEA Chapter 180, thanked the Board for approving the tentative agreement and expressed appreciation for the Board's support. She stated that she looked forward to the Board's consideration and approval of the next agreement.

9.4 APPROVAL OF SALARY SCHEDULES FOR FY 2026-27

Motion: Approve the salary schedules for FY 26-27 as presented.

Moved by: Jon McNeil

Seconded by: Brad Arneson

Action: Motion Carries

Vote:

- **Yes:** Gloria Copple, Jon McNeil, Scott Dean, Brad Arneson, Glenda Williams, Grace Wehrli

Board Discussion:

Trustee McNeil recognized the work involved in preparing the salary schedules, noting the difficulty of ensuring their accuracy, and thanked staff for their efforts.

Trustee Dean asked why CSEA, classified management, and confidential employees received a 2.1 percent salary COLA, with the remaining 0.77 percent applied toward health and welfare benefits, while educational administrators received the full 2.87 percent COLA on the salary schedule. He asked whether the employee groups had different contracts.

Elena Rodriguez, Acting Vice President of Human Resources, explained that classified managers and administrators participate in a Meet and Confer process pursuant to Board Policy. She stated that, because CSEA received a 2.1 percent salary COLA with the remaining 0.77 percent applied toward health and welfare benefits, classified management met as a group and voted to accept the same package, with a portion applied to health and welfare benefits and the remainder applied to the salary schedule. Ms. Rodriguez further explained that educational administrators default to the faculty and because faculty have a lower health and welfare cap, educational administrators maintain the lower health and welfare cap and receive the COLA toward salary.

9.5 RATIFICATION OF EMPLOYMENT AGREEMENT FOR INTERIM EDUCATIONAL ADMINISTRATOR

Motion: Ratify the Interim Educational Administrator Employment Agreement with Margaret Moreno as Interim Associate Dean of Counseling, as presented.

Moved by: Brad Arneson

Seconded by: Jon McNeil

Action: Motion Carries

Vote:

- **Yes:** Gloria Copple, Jon McNeil, Scott Dean, Brad Arneson, Glenda Williams, Grace Wehrli

Board Discussion:

Trustee McNeil stated that the position needed to be filled and that, although ratifications are rare and should continue to be rare, they may be necessary in emergency or difficult situations.

9.6 APPROVAL OF STUDENT TRAVEL

Motion: Approve the student travel as presented.

Moved by: Scott Dean

Seconded by: Jon McNeil

Action: Motion Carries

Vote:

- **Yes:** Gloria Copple, Jon McNeil, Scott Dean, Brad Arneson, Glenda Williams, Grace Wehrli

Board Discussion:

Trustee Dean referenced the 6-to-1 student-to-chaperone ratio discussed at the previous Board meeting and questioned whether an additional chaperone would be needed for travel involving 25 students. Dr. Robinson explained that the numbers of students and chaperones listed were tentative estimates and stated that she would follow up regarding the final numbers as the event dates approached and remind staff of the 6-to-1 ratio.

9.7 RATIFICATION OF AGREEMENT WITH CINTAS FIRST AID & SAFETY FOR FIRST AID AND AED INSPECTION AND REPLENISHMENT SERVICES

Motion: Ratify the agreement with Cintas First Aid & Safety for first aid and AED inspection and replenishment services.

Moved by: Scott Dean

Seconded by: Jon McNeil

Action: Motion Carries

Vote:

- **Yes:** Gloria Copple, Jon McNeil, Scott Dean, Brad Arneson, Glenda Williams, Grace Wehrli

Board Discussion:

Trustee Dean asked whether the first aid and AED services were new and whether they were required by the State. Dr. Robinson stated that she did not know whether they were

a State requirement but explained that the Safety Committee believed the service would be beneficial. She stated that first aid kits had been kept in different offices and, when stored in desks or other locations, were not always being refilled. She noted that supplies could expire without anyone realizing it until they were needed and emphasized that the last thing anyone would want during an emergency is to discover that supplies had expired or an AED was not charged. Dr. Robinson explained that, under the agreement, Cintas would come each month to make sure supplies were not expired, keep the first aid kits stocked and fresh, and ensure that the AEDs were maintained and charged. She stated that this would provide more timely safety support for staff, faculty, and students.

Trustee Williams asked whether emergency showers were located in every building. Dr. Robinson stated that she did not believe there was an emergency shower in every building and explained that they were generally located in areas with laboratories or CTE programs where they may be needed in the event of a chemical spill or similar incident. She noted that a temporary emergency shower had been installed at the Needles Educational Center because chemistry courses were now being offered there and provided the CS Building as an example of a location where an emergency shower was not needed because those types of classes were not offered in the building.

9.8 DISCUSSION AND POSSIBLE ACTION REGARDING RESPONSES TO REQUEST FOR PROPOSALS FOR SECOND LEGAL COUNSEL SERVICES

Trustee McNeil made a motion for discussion and possible action regarding hiring legal counsel. Trustee Dean seconded the motion. Following discussion, no action was taken.

Board Discussion:

Trustee Dean asked whether the item was for discussion only or whether the Board could take action. Board President Copple clarified that the Board could take action and select legal counsel that evening. Trustee Dean asked whether the Board would be selecting two firms, and Board President Copple responded that it could select two attorneys.

Dr. Sam Robinson provided clarification regarding the scope of the RFP, explaining that it was for additional legal counsel and that consideration of the responses did not constitute action to discontinue services with the District's current legal counsel. She reminded the Board that terminating services with an existing legal counsel would need to be separately agendaized and stated that the RFP provided the Board an opportunity to add legal counsel and create a pool of firms.

Trustee McNeil noted that the District's current legal counsel was one of the five firms that responded to the RFP and stated that the Board could select four of the five firms because the District already had an agreement with the fifth firm. He noted that action would be required to release existing legal counsel, as the Board had previously done with AALRR. Dr. Robinson confirmed that, if the Board decided at a future date to discontinue services with existing legal counsel, the matter could be agendaized for consideration. She reiterated that the purpose of the item before the Board that evening was to create a pool of legal counsel. Dr. Robinson further explained that the District's current legal counsel had submitted a response as part of the competitive RFP process.

Board President Copple asked the Trustees whether they had reviewed the responses to the RFP and whether any of the firms stood out to them. Trustee Arneson stated that none

necessarily stood out and that he liked the District's current legal counsel, referring to McDougal LLP.

Trustee Arneson asked about Liebert Cassidy Whitmore and stated that the firms generally appeared qualified, noting that none of the respondents came across as inexperienced or incapable. Board President Copple agreed that the firms appeared qualified.

Trustee McNeil stated that he had spent considerable time reviewing and ranking the responses and had developed a scoring sheet. He expressed concerns regarding McDougal, the District's current legal counsel, and stated that he believed the firm stretched out its work, resulting in extraordinarily high costs. Trustee McNeil also stated that Board President Copple had concerns with the firm.

Board President Copple clarified that she did not have a personal issue with McDougal but was concerned about the amount the District was paying for legal services. She stated that she had reviewed the District's warrants from January through August and reported that the District had paid McDougal \$486,795.85 during that period. Board President Copple characterized the amount as excessive and stated that her concern regarding the cost was why she believed the Board should consider bringing another legal counsel on board.

Trustee McNeil stated that his concerns regarding McDougal extended beyond the cost of its services. He stated that he believed the firm was unnecessarily extending its work and cited lengthy legal correspondence that he felt resulted in unnecessary expense. He expressed concern that much of the work being performed was unnecessary and that the firm was not providing the Board with clear answers or direction to help move the District forward.

Trustee McNeil referenced his prior professional experience working with attorneys and stated that, in his experience, legal counsel had been succinct and helpful, provided advice when requested, and followed direction when given. He stated that he did not believe McDougal was following the Board's direction or providing the Board with adequate answers and guidance. Trustee McNeil reiterated his concerns regarding the firm's cost and stated that discussions and meetings with the firm were lengthy and expensive. He concluded that he was unhappy with the firm for those reasons.

Board President Copple noted that the District had been represented by its current legal counsel since 2016 and stated that, after approximately 10 years, she believed it would be beneficial to make a change and have a new start. She referenced the arrival of the District's new Superintendent/President and stated that she believed it could also be an appropriate time to bring on a new legal counsel.

Trustee McNeil stated that he did not have a concern with the longevity of the District's relationship with a law firm and valued having legal counsel with institutional history and knowledge of the District. He stated that, in his view, effective legal counsel should be responsive to the District's needs, understand its goals, and help move the District toward those goals. He referenced the District's prior experience with AALRR and stated that he believed the firm did not share the District's goals, which he believed contributed to the District no longer using the firm.

Trustee McNeil further stated that, although the responding law firms may be large, the District would likely work directly with only a small number of attorneys within a firm. He emphasized that, in his view, the particular attorneys assigned to work with the District, rather than the size of the firm itself, would make the difference.

Board President Copple reiterated her concern regarding the \$486,795.85 in legal expenses and questioned what services the District was requesting or receiving that resulted in costs at that level.

Trustee McNeil agreed that the amount spent on legal services was exorbitant given the size of the College and the issues facing the District. He stated that he had reviewed and ranked the RFP responses and, in doing so, attempted to set aside McDougal's status as the District's current legal counsel because its history with the District would otherwise result in additional points in his evaluation. Trustee McNeil stated that, based on his review, he ranked Lozano Smith first, followed by Fagen Friedman & Fulfroft, Liebert Cassidy Whitmore, and Burke, Williams & Sorensen.

Trustee McNeil discussed Lozano Smith's community college experience, number of attorneys, organizational structure, and proposed rates and stated that he viewed the firm's institutional legal services favorably. He noted that the hourly rates proposed by the responding firms varied but emphasized that, in his view, the number of billable hours was more significant than the hourly rate alone. He reiterated his concern that the number of billable hours charged by McDougal contributed significantly to the District's legal expenses.

Trustee McNeil suggested that the Board could consider forming an ad hoc committee to meet with the firms by Zoom and determine which attorneys within each firm would actually be assigned to work with the District. He stated that all of the responding firms had advantages but emphasized that the particular attorneys assigned to the District would be an important consideration.

Trustee McNeil also discussed his prior efforts to identify potential legal counsel, stating that he had contacted attorneys with whom he had previously worked and sought recommendations regarding firms and attorneys experienced in this area. He referenced his professional experience in education and as a Chief Business Officer and stated that he believed the Board needed to establish a transparent process for evaluating the firms. He reiterated his desire for legal counsel that shared the District's vision, was responsive when contacted by the Superintendent/President and Human Resources, and provided good advice and clear answers.

Board President Copple asked whether the Board wanted to select a firm that evening or establish an ad hoc committee to contact the firms. Trustee Dean asked whether the Board could conduct interviews to obtain additional information before making a selection. Trustee McNeil stated that the interviews could be conducted by either the full Board or an ad hoc committee.

Board President Copple expressed a preference for involving the full Board. Trustee McNeil suggested holding a Special Board Meeting at which the full Board could interview the firms. Board President Copple noted that the firms were willing to come to the District to speak with the Board, and Trustee McNeil stated that he knew Lozano Smith was

willing to do so.

Trustee Williams agreed that interviewing the firms would be beneficial. Using an analogy, she emphasized that selecting a law firm was not enough and that the Board needed to know which individual attorneys would actually be assigned to work with the District, noting that attorneys within the same firm are not all the same.

Trustee McNeil agreed that the individual attorneys were not all equal. He stated that McDougal, the District's current legal counsel, had not provided the requested references and had not completed all portions of its RFP response. He noted that McDougal already represented the District and had a significant amount of community college business and stated that he could only speculate as to whether its existing relationship with the District contributed to the incomplete response.

Trustee McNeil asked whether Board President Copple would work with the Superintendent/President on the process, noting that the Superintendent/President would likely want to be involved. Board President Copple responded that she would.

The Board discussed scheduling a Special Board Meeting prior to the next Regular Board Meeting to interview the responding firms. Trustee McNeil asked whether the Trustees supported that approach, and the Trustees indicated their agreement.

Public Comment:

Alice Dean, President of CSEA Chapter 180, provided comments regarding CSEA's experience with McDougal and Randy Erickson during negotiations. She stated that CSEA had been in negotiations for approximately 18 months and noted that faculty negotiations were still ongoing. Ms. Dean expressed her belief that a change in legal counsel would help the District and its bargaining units move forward.

Ms. Dean referenced the recently completed health and welfare negotiations, stating that an agreement was reached in two days but expressing her belief that it could have been completed in one day. She stated that, despite having worked with CSEA on these matters for many years, Mr. Erickson appeared confused about the process, which she believed also created confusion for newer participants. Ms. Dean expressed concern about prolonging negotiations or moving matters toward mediation and stated that she believed new legal counsel could help move the process forward. She asked the Board to keep CSEA's experience in mind when considering the firms and attorneys to interview.

Richard Castillo, President of PVCCA/CTA, expressed support for Ms. Dean's comments and discussed the faculty's experience with Randy Erickson during negotiations. He stated that Mr. Erickson had been involved in District negotiations since the 2013–2014 academic year and described the faculty's efforts over the years to complete negotiations by the June 30 expiration date of each contract.

Mr. Castillo stated that the current faculty negotiations had been ongoing since April 2025 and that Mr. Erickson was now proposing mediation, which Mr. Castillo believed could further extend the negotiations process. He agreed that a change in legal representation was needed and expressed support for bringing in new representation as the District transitioned to a new administration.

THE AUGUST 11, 2026, REGULAR MEETING OF THE BOARD OF TRUSTEES

Motion: Approve the absence of Trustee Glenda Williams from the August 11, 2026, Regular Meeting of the Board of Trustees.

Moved by: Jon McNeil

Seconded by: Brad Arneson

Action: Motion Carries

Vote:

- **Yes:** Gloria Copple, Jon McNeil, Scott Dean, Brad Arneson, Grace Wehrli
- **Recused:** Glenda Williams

10. INFORMATION ITEMS

10.1 FIRST READ OF REVIEWED/REVISED BOARD POLICIES

Trustee Dean asked whether any changes were made to the Board Policies presented. Dr. Robinson explained that revisions had been made to the policies currently in place, but that no additional changes would be made between now and the Second Read. Trustee Arneson showed Trustee Dean the redlined version of the policies on his screen and explained that the red strikethrough text reflected language being removed and the green text reflected language being added. Trustee McNeil clarified that if the Board wished to make changes to the policies, the First Read was the opportunity to do so; otherwise, the policies would return to the Board for a Second Read and approval.

10.2 REVIEWED/REVISED ADMINISTRATIVE PROCEDURES

After Board President Copple proceeded through the Information Items, Trustee Dean requested to return to Item 10.2 and asked about AP 5035. Trustee Dean stated that the version in the agenda packet appeared to provide that the District may withhold grades and transcripts for unpaid financial obligations. He referenced Title 5, Section 59410 and stated that a community college district may not withhold grades or transcripts to collect a debt.

Executive Assistant Naomi Alaniz clarified that the proposed revisions to AP 5035 showed “grades and transcripts” in strikethrough, indicating that those terms were being removed. She explained that the revised language would provide that the District may withhold diplomas and registration privileges from a student. Dr. Robinson added that the revision was intended to bring the Administrative Procedure into alignment with Title 5.

Trustee McNeil noted that a transcript would indicate a student's graduation and stated that, although a student might not have the diploma itself, the transcript would reflect completion through the District's system.

10.3 REPORT OF PURCHASES AND WARRANTS - AUGUST 2026

10.4 2026–2027 GANN APPROPRIATIONS LIMIT

11. REPORTS

11.1 ACADEMIC SENATE - VANJA VELICKOVSKA, PRESIDENT OF ACADEMIC SENATE

Vanja Velickovska, newly elected Academic Senate President, introduced herself to the

Board and stated that she would serve as Academic Senate President for the current and following semester. She reported that the first Academic Senate meeting went well, that several matters were discussed, and that she would continue to keep the Board updated.

Dr. Robinson thanked Ms. Velickovska for taking on the role of Academic Senate President and recognized her leadership of the District's Open Educational Resources (OER) efforts and other work on campus. She thanked Ms. Velickovska for stepping into the service role.

11.2 PVCCA/CTA - RICHARD CASTILLO, PRESIDENT OF PVCCA/CTA

25

Richard Castillo, President of PVCCA/CTA, provided an update regarding ongoing faculty negotiations and distributed a handout to the Board regarding PVCCA's analysis of the cost of increasing the faculty health and welfare cap. The handout is attached to and incorporated into these minutes as Attachment A.

Mr. Castillo reported that the District's negotiations team had proposed mediation the previous week regarding Article 2 – Salary and Benefits. He stated that PVCCA did not support proceeding to mediation because it believed doing so would further delay negotiations. Mr. Castillo stated that the proposal for mediation came after the parties had been working collaboratively and expressed PVCCA's concern with the timing of the proposal.

Mr. Castillo discussed the District's bargaining proposal regarding salary and health and welfare benefits. He stated that the District had proposed a 2.87% cost-of-living adjustment (COLA) and that increasing the faculty health and welfare cap to \$27,000 would require faculty to agree to a salary schedule freeze for the year, under which faculty would not advance on the salary schedule. Mr. Castillo questioned whether the savings associated with the proposed salary freeze were necessary to fund the increase in the health and welfare cap.

Using the handout, Mr. Castillo presented PVCCA's analysis of the costs associated with the proposals. He stated that approximately \$152,000 would be required for the 2.87% COLA and approximately \$91,000 in additional costs would be required to reach 4.31%, for a combined amount of approximately \$243,000. He further stated that PVCCA's analysis showed approximately \$49,071 would be needed to increase the health and welfare cap to \$27,000 based on the insurance plans selected by faculty. Mr. Castillo also identified approximately \$179,000 in savings associated with health and welfare opt-outs and stated that PVCCA had previously presented its analysis to the District's negotiations team.

Mr. Castillo stated that, based on PVCCA's calculations and after accounting for the 2.87% COLA already proposed by the District, approximately \$140,000 remained between the parties' positions, with some additional costs associated with retirement. He stated that other portions of the agreement were substantially resolved and discussed PVCCA's desire to maintain existing provisions in other areas. Mr. Castillo compared the faculty health and welfare cap with the cap negotiated by CSEA and expressed concern that faculty negotiations remained unresolved.

Mr. Castillo stated that he believed the District had the financial capacity to resolve the remaining difference and referenced the District's reserves and the faculty's

ability to generate enrollment. He characterized PVCCA's proposal as a solutions-oriented approach to resolving the bargaining issue and stated that PVCCA believed mediation was unnecessary because the parties had been working collaboratively and in good faith. He acknowledged that PVCCA's calculations could require some adjustment but stated that he believed the analysis was close to the actual amount needed. Mr. Castillo offered to answer questions regarding the analysis or review the handout with Board members following the meeting.

Board Questions:

Trustee Dean asked how far behind the faculty contract negotiations were. Mr. Castillo stated that this was the first time the negotiations had extended beyond the contract period and that they were approximately two years into a three-year contract they were attempting to negotiate. He stated that the prior year was substantially completed, that faculty were owed retroactive increases for 2025–2026, and that faculty were currently working under the 2024–2025 salary schedules. Mr. Castillo stated that PVCCA expected retroactive pay for 2025–2026 and that the current year would then be brought up to date.

Trustee Williams asked whether the amount being discussed would be an additional annual cost. Mr. Castillo clarified that the amount was for the current year to reach an agreement and that the following year would be addressed separately. When Trustee Williams asked whether the process would then start over, Mr. Castillo explained that PVCCA was seeking a \$27,000 health and welfare cap for the current and following year and was not requesting that the cap increase each year. He stated that PVCCA had been seeking a \$27,000 cap for three years and referenced the previous increase in the cap from \$22,000 to \$23,000.

Mr. Castillo further discussed a proposal presented by the District's negotiations team under which a portion of the COLA could be applied toward the faculty health and welfare cap, similar to the approach used by CSEA. He stated that, based on his calculations, the proposal would increase the faculty cap from \$23,000 to approximately \$24,000. Mr. Castillo expressed PVCCA's position that the approach used for CSEA did not necessarily meet the needs of faculty and reiterated concerns regarding the disparity in health and welfare benefits. He stated that PVCCA believed an earlier compromise on the health and welfare cap might have allowed the parties to reach an agreement sooner.

Trustee Williams asked how many employees were represented in the group. Mr. Castillo stated that PVCCA had been told there were 44 employees, while his count was approximately 43, noting that long-term substitutes could account for the difference and that he was unsure how Human Resources included those employees in its count. Mr. Castillo concluded by reiterating PVCCA's analysis regarding the health and welfare cap and its position that approximately \$140,000 remained between the parties in reaching an agreement.

Attachment(s):

[Attachment A - PVCCA's Analysis of HWB Cap.pdf](#) 

11.3 CSEA, CHAPTER 180 - ALICE DEAN, PRESIDENT OF CSEA CHAPTER 180

Alice Dean, President of CSEA Chapter 180, thanked the Board for approving the CSEA salary schedule and tentative agreement regarding health and welfare benefits and stated that CSEA members appreciated the approvals and looked forward to the updated salary schedule. Ms. Dean also congratulated and welcomed Dr. Estella Castillo-Garrison as the District's new Superintendent/President.

Ms. Dean recognized CSEA members who had been reclassified, earned degrees, completed or begun educational programs, or received promotions. She also recognized four CSEA members currently serving in interim management positions and stated that she had heard positive feedback regarding their performance in those roles.

Ms. Dean stated that CSEA would begin looking toward negotiations for its next contract in the spring. She clarified that the CSEA health and welfare cap had increased twice within a relatively short period because the prior negotiations had lasted approximately 18 months and, after concluding those negotiations, CSEA subsequently negotiated the health and welfare reopener for the current year. She expressed CSEA's hope that future negotiations would remain on schedule.

Ms. Dean reported that CSEA was developing a member survey to identify issues and concerns to address in its next contract. She stated that CSEA was particularly interested in reviewing and clarifying contract language, including out-of-class provisions and other matters involving Human Resources. She concluded by expressing CSEA's desire to continue working with the District.

11.4 ASSOCIATED STUDENT GOVERNMENT - GRACE WEHRLI, STUDENT TRUSTEE

Grace Wehrli, Student Trustee, welcomed and congratulated Dr. Estella Castillo-Garrison as the District's new Superintendent/President. She described the transition as a new chapter for Palo Verde College and stated that she looked forward to what the future would bring for the College.

Student Trustee Wehrli provided an update regarding ASG elections, reporting that the candidate list had been received and candidates had been confirmed for the available positions. She stated that campaigning would begin September 8 and continue through September 21, 2026, with election results to be announced September 22, 2026. The date for newly elected officers to be sworn in had not yet been determined. She reported that ASG meetings would remain on hold until after the elections and the new officers were situated.

Student Trustee Wehrli also reported student concerns regarding campus facilities, including complaints that water fountains were not providing clean, filtered water and that bathroom stalls in several buildings were broken.

Student Trustee Wehrli then discussed concerns she had received regarding the student worker program. She stated that some student workers felt they were not receiving sufficient work experience or developing skills that could transfer to the modern job market or meet the minimum expectations for entry-level positions in their desired fields. She provided office work as an example, stating that some students primarily performed tasks such as filing and shredding papers and did not believe those duties alone provided

sufficient employable skills.

Student Trustee Wehrli stated that she understood the student worker program to be an opportunity for students to gain valuable work experience and develop skills that would assist them in obtaining entry-level employment after college. She questioned whether the program was accomplishing that purpose for all student workers and expressed the importance of helping students develop skills and experience that would support their continued education and careers after leaving the College.

Student Trustee Wehrli acknowledged that Human Resources has a form through which student workers may identify skills they would like to develop during their work experience but stated that, in her view, the student worker program had not changed significantly over the past five years. She referenced her own experience as a student worker on three occasions between 2022 and 2026 and stated that her experience allowed her to understand the concerns being raised by other student workers. She expressed her belief that improvements to the program were needed.

11.5 SUPERINTENDENT/PRESIDENT

Dr. Sam Robinson expressed her excitement for Dr. Estella Castillo-Garrison to begin serving as the District's Superintendent/President and stated that she looked forward to Dr. Castillo-Garrison's leadership and the College's next chapter.

Dr. Robinson expressed her gratitude to the Board and College community for the grace extended to her during her time serving in the acting role. She acknowledged that she had made mistakes along the way and stated that she was committed to acknowledging and taking responsibility for those mistakes. She expressed her hope that everyone could find peace, create space for one another, strengthen relationships, engage in open conversations, and find a new way forward.

Dr. Robinson emphasized the importance of communication, accountability, and responsibility and stated that the District should continue to begin its work by asking how its decisions and actions serve students. She expressed her happiness to be at Palo Verde College, her confidence in the people of the District, and her optimism for the College's next chapter. Dr. Robinson concluded by thanking everyone for their support.

11.6 BOARD OF TRUSTEES

27

Trustee Dean welcomed Dr. Estella Castillo-Garrison to Palo Verde College and expressed his excitement regarding the District's new leadership. He stated that the College had many strengths as well as concerns and problems that needed to be addressed and that new leadership presented an opportunity for a fresh start, meaningful correction, improvement, and progress.

Trustee Dean expressed his expectations that concerns would be carefully examined, facts verified, problems corrected, and issues resolved through transparency and accountability. He emphasized the importance of decisions based on accurate information, clear documentation, and open communication. He identified student success, responsible stewardship of public funds, a stable and respectful working environment for employees, strong academic and student-support programs, and confidence in the management of the institution as areas

in which he expected positive and measurable change.

Trustee Dean stated that the relationship between the Board and Superintendent/President should be built on honesty, transparency, verification, and clear communication. He stated that the Board should be informed when matters were going well and, when correction was needed, should be informed as soon as possible regarding what was being done, who was responsible, and how the Board would know the matter had been resolved. He wished Dr. Castillo-Garrison success and expressed his hope for positive, measurable change at Palo Verde College under her leadership. Trustee Dean's prepared statement is attached to and incorporated into these minutes as Attachment B.

Following his prepared statement, Trustee Dean offered Dr. Castillo-Garrison two additional pieces of what he described as "heartfelt advice." First, he advised her not to become friends with any member of the Board, stating that he believed doing so could result in negative consequences for the Superintendent/President, the Board, and the community and that this had been a problem in the past. Second, he advised her to prepare for both the desert heat and the "heat" that can come from staff, students, the community, and the Board. Trustee Dean concluded by expressing confidence in Dr. Castillo-Garrison's ability to lead the College into a successful future and again welcomed her to the College.

Board President Cople expressed her agreement with Trustee Dean's remarks and welcomed Dr. Castillo-Garrison to the District. She stated that the Board was very happy to have her and looked forward to new changes at the College, noting that change can be positive.

Trustee McNeil provided an update regarding the Needles Educational Center, reporting that construction was moving forward, including work associated with the elevator and downstairs areas previously approved by the Board. He recognized Dean Jaclyn Randall and staff at the Needles Educational Center for maintaining classes and student services while construction was underway, stating that there had been no disruption to the high-quality services and classes provided to students. Trustee McNeil also thanked faculty and staff who traveled to Needles to provide instruction and services.

Trustee McNeil reflected on the growth of the Needles Educational Center, recalling that when he began serving on the Board there had been periods with no students, followed by limited enrollment, and stated that he was excited about the continued growth of the Center and the possibility of additional classes. He specifically recognized Dean Randall for her role in the Center's growth and expressed his appreciation for her work.

Trustee McNeil then welcomed Dr. Castillo-Garrison and spoke about the importance of leadership and the role of a Superintendent/President in establishing and communicating a vision for the institution. He stated that he believed Dr. Castillo-Garrison had the vision and qualities needed to lead the District and expressed his belief that she was the right person at the right time. He stated that he had long believed Palo Verde College would flourish with the right leadership and expressed his excitement and optimism regarding the College's

future under Dr. Castillo-Garrison's leadership.

Trustee McNeil also reflected on his own tenure on the Board and stated that he had previously said he would leave the Board when he believed the College had come together. He expressed his belief that Dr. Castillo-Garrison was the person who could help make that happen and thanked her for joining the District.

Trustee Arneson welcomed students, faculty, and staff back to the College. He thanked Ed Knudson for his service as Interim Superintendent/President and Dr. Sam Robinson for serving in the acting role during the transition. Trustee Arneson ended by welcoming Dr. Castillo-Garrison to the District.

Trustee Williams thanked Dr. Castillo-Garrison for coming to the District and expressed her appreciation for her willingness to serve the College and its desert communities. She recognized Dr. Castillo-Garrison, Dr. Robinson, Dean Randall, and the College team and expressed optimism about what they could accomplish together. Trustee Williams stated that she felt positive about the direction of the College and was grateful to have Dr. Castillo-Garrison with the District.

Attachment(s):

[Attachment B - Trustee Dean Statement.pdf](#) 

12. CLOSING OF MEETING

12.1 POSSIBLE FUTURE AGENDA ITEMS

Trustee Dean requested that the Board review the District's equivalency process and receive a copy of the matrix used to determine equivalencies. He asked for a detailed explanation of how equivalencies are evaluated and determined, including how an individual's education and experience are assessed in relation to the qualifications required for a particular discipline or position.

Trustee Dean requested that the Board begin reviewing all Board Policies, five at a time, with First Reads beginning at the next Regular Board Meeting if possible. He stated that reviewing the policies in this manner would allow the Board to become more familiar with them and identify any policies requiring correction or revision. Executive Assistant Alaniz clarified Trustee Dean's request, asking whether he wanted five Board Policies reviewed at each Regular Board Meeting, beginning with the 1000 series and proceeding sequentially through the remaining policy series.

Trustee Arneson suggested that, if the Board was going to undertake the review, policies that were already in need of review should be considered first. Trustee Dean asked how the District determined which policies required review, and Board President Copple asked who tracked when policies were due for review. Dr. Robinson stated that the District needed a more systematic process for reviewing its Board Policies and Administrative Procedures and suggested conducting an inventory identifying when each was last reviewed. She explained that the District receives CCLC updates and generally attempts to keep Board Policies aligned with CCLC's recommended language. She suggested prioritizing policies requiring updates based on CCLC guidance as well as policies that had not been reviewed for many years.

Executive Assistant Alaniz raised a concern that a policy identified for Board review could

already be moving through Academic Senate or College Council, where revisions to the same policy could also be under consideration. Dr. Robinson agreed that the review process needed to account for shared governance requirements, particularly for academic and professional matters within the Academic Senate's 10+1 responsibilities, as well as matters requiring student participation through ASG. She also noted that related Board Policies and Administrative Procedures should, when appropriate, move through the review process together. Dr. Robinson suggested further discussion with Trustee Dean and Dr. Castillo-Garrison regarding the best process for completing the review without bypassing shared governance requirements.

Trustee Dean asked whether CCLC largely determined the content of the District's Board Policies and whether that limited the Board's ability to establish its own policies. Dr. Robinson explained that many Board Policies contain template language developed by CCLC to address legal requirements, while other portions may be localized to the District. She stated that required language is generally retained, while provisions that may be localized are reviewed and modified as appropriate to reflect the programs and services actually offered by the District.

Trustee Dean referenced the Board's voting requirements as an example of a policy he believed warranted review. He expressed concern that four votes were required for a majority even when fewer than all seven Board members were present. Trustee Dean stated that he was not disagreeing with the outcome of any particular vote but expressed concern that, if only four Trustees were present at a meeting, all four would have to vote the same way for an action to receive the required four votes. He stated that he believed this could be problematic and questioned whether it was fair or democratic. Trustee McNeil responded that the Board consists of seven members and stated that he believed state law required a majority of the full Board, regardless of how many members were present, making four votes the required majority.

Trustee McNeil asked whether the District subscribed to a service that provided updates to Board Policies. Dr. Robinson confirmed that the District maintained a subscription, and Trustee McNeil noted that the service primarily provided updates based on changes in law. Trustee Dean reiterated that older Board Policies should still be reviewed even when they were not the subject of a current update to determine whether they remained current and appropriate for the District.

Dr. Robinson agreed and stated that the District should conduct a complete inventory of its Board Policies and Administrative Procedures to determine when each was last updated. She noted that some policies and procedures had not been updated since the early 2000s and stated that they should be reviewed to ensure they remained relevant to the current educational environment.

Trustee McNeil requested follow-through on the Board's earlier discussion regarding the process for interviewing law firms that responded to the District's Request for Proposals for legal counsel services.

Trustee McNeil also referred to the earlier discussion regarding the District's use of consultants and stated that, while he understood it was not an immediate matter, he did not want the issue to be lost and would like it addressed in the future.

Trustee McNeil discussed the importance of food service on college campuses, acknowledging that food service operations can be difficult to sustain financially and may operate at a loss or, at best, break even. He stated that he would like the District to work toward providing food service for students in the future and believed a high-quality food service program could encourage students to remain on campus. Trustee McNeil stated that he would ultimately like food service to be available at both the Main Campus and the Needles Educational Center, while acknowledging that the matter could be addressed after more immediate priorities.

Future agenda items and matters identified for future consideration included:

- Review of the District's equivalency process, including the matrix used to determine equivalencies and a detailed explanation of the process. (Trustee Dean)
- Review of the District's Board Policies, with the specific process and prioritization for the review to be further considered in light of CCLC updates, the age of existing policies, related Administrative Procedures, and applicable shared governance requirements. (Trustee Dean)
- Follow-through regarding the process for interviewing law firms that responded to the District's Request for Proposals for legal counsel services. (Trustee McNeil)
- Future review of the District's use of consultants. (Trustee McNeil)
- Future consideration of food service for students at the Main Campus and Needles Educational Center. (Trustee McNeil)

12.2 NEXT REGULAR MEETING

Tuesday, October 13, 2026 | Closed Session: 4:00 p.m. | Open Session: 5:00 p.m. | Physical Meeting Location: Main Campus, One College Drive, Blythe, CA, 92225 - CL 101 | Livestream Meeting Location: Needles Educational Center, 725 W. Broadway, Needles, CA 92363

12.3 ADJOURN

The meeting was adjourned at 7:12 p.m.

Dr. Estella Castillo-Garrison

Dr. Estella Castillo-Garrison, Superintendent/President

Minutes approved at the October 13, 2026, Regular Board Meeting

Minutes prepared by Naomi Alaniz, Executive Assistant to the Superintendent/President and Board of Trustees. These minutes are a summary of reports, discussions, and actions taken at this meeting. Audio/video recordings of Board of Trustees meetings are available on the District's website for public review and may be consulted for a more complete record of meeting discussions.

How much would it cost for the District to increase faculty HWB cap to \$27,000?: A PVCCA Analysis
Provided to PVCCD Negotiations Team on Tuesday, September 1, 2026

Faculty Member	Insurance Plan	Medical	Dental	Vision	Life Insurance	HSA Deposit	Opt-Out	Total Cost of Coverage before Cap (Cols C-G)	Cost Leftover after Cap Applied (Col I - Col J)	Cap Leftovers from Opt-Outs	District 50% Coverage (Col L / 2)	Actual District Costs for Faculty Insurance (Cap+District 50%)	\$23K Cap Cost	What the District needs to add to cover \$27K Cap for Faculty with HSA + HMO	Insurance Plan	Faculty Member
1	HSA Single	26,132.20	1,512.24	214.44	136.92	1,500.00	0.00	28,495.80	1,495.80	0.00	747.90	27,747.90	25,747.90	2,000.00	HSA Single	1
2	HSA Family	27,706.08	1,512.24	214.44	136.92	1,500.00	0.00	31,069.68	4,069.68	0.00	2,034.84	29,034.84	27,034.84	2,000.00	HSA Family	2
3	HSA Family	27,706.08	1,558.16	372.84	136.92	3,000.00	0.00	32,574.00	5,574.00	0.00	2,787.00	29,787.00	27,787.00	2,000.00	HSA Family	3
4	Opt-Out	0.00	996.72	214.44	136.92	0.00	7,333.33	8,681.41	0.00	18,318.59	0.00	8,681.41	8,681.41	0.00	Opt-Out	4
5	Kaiser HMO	23,097.48	996.72	372.84	136.92	0.00	0.00	24,603.96	0.00	2,396.04	0.00	24,603.96	23,801.98	801.98	Kaiser HMO	5
6	HSA Family	27,706.08	996.72	372.84	136.92	3,000.00	0.00	32,212.56	5,212.56	0.00	2,606.28	29,606.28	27,606.28	2,000.00	HSA Family	6
7	HSA Single	27,706.08	996.72	372.84	136.92	1,500.00	0.00	30,712.56	3,712.56	0.00	1,856.28	28,856.28	26,856.28	2,000.00	HSA Single	7
8	HSA Family	27,706.08	1,358.16	372.84	136.92	3,000.00	0.00	32,574.00	5,574.00	0.00	2,787.00	29,787.00	27,787.00	2,000.00	HSA Family	8
9	Opt-Out	0.00	0.00	0.00	136.92	0.00	8,000.00	8,136.92	0.00	18,863.08	0.00	8,136.92	8,136.92	0.00	Opt-Out	9
10	HSA Family	27,706.08	1,512.24	372.84	136.92	3,000.00	0.00	32,728.08	5,728.08	0.00	2,864.04	29,864.04	27,864.04	2,000.00	HSA Family	10
11	Opt-Out	0.00	996.72	372.84	136.92	0.00	8,000.00	9,506.48	0.00	17,493.52	0.00	9,506.48	9,506.48	0.00	Opt-Out	11
12	HSA Single	27,706.08	1,358.16	372.84	136.92	1,500.00	0.00	31,074.00	4,074.00	0.00	2,037.00	29,037.00	27,037.00	2,000.00	HSA Single	12
13	HSA Family	27,706.08	996.72	372.84	136.92	3,000.00	0.00	32,212.56	5,212.56	0.00	2,606.28	29,606.28	27,606.28	2,000.00	HSA Family	13
14	HSA Family	27,706.08	1,512.24	372.84	136.92	3,000.00	0.00	32,728.08	5,728.08	0.00	2,864.04	29,864.04	27,864.04	2,000.00	HSA Family	14
15	Kaiser HMO	23,097.48	1,358.16	372.84	136.92	0.00	0.00	24,965.40	0.00	2,034.60	0.00	24,965.40	23,982.70	982.70	Kaiser HMO	15
16	Kaiser HMO	23,097.48	1,512.24	372.84	136.92	0.00	0.00	25,119.48	0.00	1,880.52	0.00	25,119.48	24,059.74	1,059.74	Kaiser HMO	16
17	Opt-Out	0.00	1,512.24	372.84	136.92	0.00	8,000.00	10,022.00	0.00	16,978.00	0.00	10,022.00	10,022.00	0.00	Opt-Out	17
18	HSA Family	27,706.08	1,358.16	372.84	136.92	3,000.00	0.00	32,574.00	5,574.00	0.00	2,787.00	29,787.00	27,787.00	2,000.00	HSA Family	18
19	HSA Family	27,706.08	1,358.16	372.84	136.92	3,000.00	0.00	32,574.00	5,574.00	0.00	2,787.00	29,787.00	27,787.00	2,000.00	HSA Family	19
20	HSA Single	27,706.08	1,358.16	372.84	136.92	1,500.00	0.00	31,074.00	4,074.00	0.00	2,037.00	29,037.00	27,037.00	2,000.00	HSA Single	20
21	Opt-Out	0.00	1,358.16	372.84	136.92	0.00	8,800.00	10,667.92	0.00	16,332.08	0.00	10,667.92	10,667.92	0.00	Opt-Out	21
22	Opt-Out	0.00	1,512.24	372.84	136.92	0.00	8,800.00	10,822.00	0.00	16,178.00	0.00	10,822.00	10,822.00	0.00	Opt-Out	22
23	Opt-Out	0.00	1,512.24	372.84	136.92	0.00	8,800.00	10,822.00	0.00	16,178.00	0.00	10,822.00	10,822.00	0.00	Opt-Out	23
24	HSA Family	27,706.08	1,512.24	372.84	136.92	3,000.00	0.00	32,728.08	5,728.08	0.00	2,864.04	29,864.04	27,864.04	2,000.00	HSA Family	24
25	Kaiser HMO	23,097.48	996.72	372.84	136.92	0.00	0.00	24,603.96	0.00	2,396.04	0.00	24,603.96	23,801.98	801.98	Kaiser HMO	25
26	Opt-Out	0.00	1,512.24	214.44	136.92	0.00	8,800.00	10,663.60	0.00	16,336.40	0.00	10,663.60	10,663.60	0.00	Opt-Out	26
27	HSA Family	27,706.08	1,512.24	214.44	136.92	3,000.00	0.00	32,569.68	5,569.68	0.00	2,784.84	29,784.84	27,784.84	2,000.00	HSA Family	27
28	Opt-Out	0.00	1,358.16	372.84	136.92	0.00	8,800.00	10,667.92	0.00	16,332.08	0.00	10,667.92	10,667.92	0.00	Opt-Out	28
29	Kaiser HMO	22,114.78	1,358.16	372.84	136.92	0.00	0.00	23,982.70	0.00	3,017.30	0.00	23,982.70	23,491.35	491.35	Kaiser HMO	29
30	Opt-Out	0.00	1,512.24	372.84	136.92	0.00	7,333.33	9,355.33	0.00	17,644.67	0.00	9,355.33	9,355.33	0.00	Opt-Out	30
31	Kaiser HMO	23,097.48	996.72	372.84	136.92	0.00	0.00	24,603.96	0.00	2,396.04	0.00	24,603.96	23,801.98	801.98	Kaiser HMO	31
32	Kaiser HMO	23,097.48	996.72	372.84	136.92	0.00	0.00	24,603.96	0.00	2,396.04	0.00	24,603.96	23,801.98	801.98	Kaiser HMO	32
33	Kaiser HMO	23,097.48	1,512.24	214.44	136.92	0.00	0.00	24,961.08	0.00	2,038.92	0.00	24,961.08	23,980.54	980.54	Kaiser HMO	33
34	Opt-Out	0.00	1,512.24	372.84	136.92	0.00	8,800.00	10,822.00	0.00	16,178.00	0.00	10,822.00	10,822.00	0.00	Opt-Out	34
35	Kaiser HMO	23,097.48	996.72	214.44	136.92	0.00	0.00	24,445.56	0.00	2,554.44	0.00	24,445.56	23,722.78	722.78	Kaiser HMO	35
36	Opt-Out	0.00	1,358.16	372.84	136.92	0.00	8,800.00	10,667.92	0.00	16,332.08	0.00	10,667.92	10,667.92	0.00	Opt-Out	36
37	HSA Family	27,706.08	996.72	214.44	136.92	3,000.00	0.00	32,054.16	5,054.16	0.00	2,527.08	29,527.08	27,527.08	2,000.00	HSA Family	37
38	HSA Single	27,706.08	996.72	372.84	136.92	1,500.00	0.00	30,712.56	3,712.56	0.00	1,856.28	28,856.28	26,856.28	2,000.00	HSA Single	38
39	HSA Family	27,706.08	1,512.24	372.84	136.92	3,000.00	0.00	32,728.08	5,728.08	0.00	2,864.04	29,864.04	27,864.04	2,000.00	HSA Family	39
40	Kaiser HMO	23,097.48	1,358.16	214.44	136.92	0.00	0.00	24,807.00	0.00	2,193.00	0.00	24,807.00	23,903.50	903.50	Kaiser HMO	40
41	Opt-Out	0.00	1,358.16	214.44	136.92	0.00	8,800.00	10,509.52	0.00	16,490.48	0.00	10,509.52	10,509.52	0.00	Opt-Out	41
42	Kaiser HMO	23,097.48	996.72	214.44	136.92	0.00	0.00	24,445.56	0.00	2,554.44	0.00	24,445.56	23,722.78	722.78	Kaiser HMO	42
43	Opt-Out	0.00	1,512.24	372.84	136.92	0.00	8,800.00	10,822.00	0.00	16,178.00	0.00	10,822.00	10,822.00	0.00	Opt-Out	43
44	HSA Family	27,706.08	1,512.24	214.44	136.92	3,000.00	0.00	32,569.68	5,569.68	0.00	2,784.84	29,784.84	27,784.84	2,000.00	HSA Family	44
45	HSA Family	27,706.08	1,512.24	372.84	136.92	3,000.00	0.00	32,728.08	5,728.08	0.00	2,864.04	29,864.04	27,864.04	2,000.00	HSA Family	45
TOTAL		804,637.30	57,833.76	14,504.16	6,161.40	51,000.00	117,866.66	1,052,003.28	98,693.64	261,690.36	49,346.82	1,002,656.46	953,585.15	49,071.31	TOTAL	
HSA Family	14														14	HSA Family
HSA Single	6														6	HSA Single
Kaiser HMO	11														11	Kaiser HMO
Opt-Outs	14														14	Opt-Outs
Total	45														45	Total

Facility Member	Insurance Plan	Medical	Dental	Vision	Life Insurance	HSA Deposit	Opt-Out	Total Cost of Coverage before Cap	Cap Applied	Cost Leftover after Cap Applied	Cap Leftovers from Opt-Outs	District 50% Coverage (Col L / 2)	Actual District Costs for Facility Insurance (Cap+District 50%)	Insurance Plan	Facility Member
1	HSA Single	25,132.20	1,512.24	214.44	136.92	1,500.00	0.00	28,495.80	23,000.00	5,495.80	0.00	2,747.90	25,747.90	HSA Single	1
2	HSA Family	27,706.08	1,512.24	214.44	136.92	1,500.00	0.00	31,069.68	23,000.00	8,069.68	0.00	4,034.84	27,034.84	HSA Family	2
3	HSA Family	27,706.08	1,358.16	372.84	136.92	3,000.00	0.00	32,574.00	23,000.00	9,574.00	0.00	4,787.00	27,787.00	HSA Family	3
4	Opt-Out	0.00	996.72	214.44	136.92	0.00	7,333.33	8,681.41	23,000.00	0.00	14,318.59	0.00	8,681.41	Opt-Out	4
5	Kaiser HMO	23,097.48	996.72	372.84	136.92	0.00	0.00	24,603.96	23,000.00	1,603.96	0.00	801.98	23,801.98	Kaiser HMO	5
6	HSA Family	27,706.08	996.72	372.84	136.92	3,000.00	0.00	32,212.56	23,000.00	9,212.56	0.00	4,606.28	27,606.28	HSA Family	6
7	HSA Single	27,706.08	996.72	372.84	136.92	1,500.00	0.00	30,712.56	23,000.00	7,712.56	0.00	3,856.28	26,856.28	HSA Single	7
8	HSA Family	27,706.08	1,358.16	372.84	136.92	3,000.00	0.00	32,574.00	23,000.00	9,574.00	0.00	4,787.00	27,787.00	HSA Family	8
9	Opt-Out	0.00	0.00	0.00	136.92	0.00	8,000.00	8,136.92	23,000.00	0.00	14,863.08	0.00	8,136.92	Opt-Out	9
10	HSA Family	27,706.08	1,512.24	372.84	136.92	3,000.00	0.00	32,728.08	23,000.00	9,728.08	0.00	4,864.04	27,864.04	HSA Family	10
11	Opt-Out	0.00	996.72	372.84	136.92	0.00	8,000.00	9,506.48	23,000.00	0.00	13,493.52	0.00	9,506.48	Opt-Out	11
12	HSA Single	27,706.08	1,358.16	372.84	136.92	1,500.00	0.00	31,074.00	23,000.00	8,074.00	0.00	4,037.00	27,037.00	HSA Single	12
13	HSA Family	27,706.08	996.72	372.84	136.92	3,000.00	0.00	32,212.56	23,000.00	9,212.56	0.00	4,606.28	27,606.28	HSA Family	13
14	HSA Family	27,706.08	1,512.24	372.84	136.92	3,000.00	0.00	32,728.08	23,000.00	9,728.08	0.00	4,864.04	27,864.04	HSA Family	14
15	Kaiser HMO	23,097.48	1,358.16	372.84	136.92	0.00	0.00	24,965.40	23,000.00	1,965.40	0.00	982.70	23,982.70	Kaiser HMO	15
16	Kaiser HMO	23,097.48	1,512.24	372.84	136.92	0.00	0.00	25,119.48	23,000.00	2,119.48	0.00	1,059.74	24,059.74	Kaiser HMO	16
17	Opt-Out	0.00	1,512.24	372.84	136.92	0.00	8,000.00	10,022.00	23,000.00	0.00	12,978.00	0.00	10,022.00	Opt-Out	17
18	HSA Family	27,706.08	1,358.16	372.84	136.92	3,000.00	0.00	32,574.00	23,000.00	9,574.00	0.00	4,787.00	27,787.00	HSA Family	18
19	HSA Family	27,706.08	1,358.16	372.84	136.92	3,000.00	0.00	32,574.00	23,000.00	9,574.00	0.00	4,787.00	27,787.00	HSA Family	19
20	HSA Single	27,706.08	1,358.16	372.84	136.92	1,500.00	0.00	31,074.00	23,000.00	8,074.00	0.00	4,037.00	27,037.00	HSA Single	20
21	Opt-Out	0.00	1,358.16	372.84	136.92	0.00	8,000.00	10,667.92	23,000.00	0.00	12,332.08	0.00	10,667.92	Opt-Out	21
22	Opt-Out	0.00	1,512.24	372.84	136.92	0.00	8,000.00	10,822.00	23,000.00	0.00	12,178.00	0.00	10,822.00	Opt-Out	22
23	Opt-Out	0.00	1,512.24	372.84	136.92	0.00	8,000.00	10,822.00	23,000.00	0.00	12,178.00	0.00	10,822.00	Opt-Out	23
24	HSA Family	27,706.08	1,512.24	372.84	136.92	3,000.00	0.00	32,728.08	23,000.00	9,728.08	0.00	4,864.04	27,864.04	HSA Family	24
25	Kaiser HMO	23,097.48	996.72	372.84	136.92	0.00	0.00	24,603.96	23,000.00	1,603.96	0.00	801.98	23,801.98	Kaiser HMO	25
26	Opt-Out	0.00	1,512.24	214.44	136.92	0.00	8,000.00	10,663.60	23,000.00	0.00	12,336.40	0.00	10,663.60	Opt-Out	26
27	HSA Family	27,706.08	1,512.24	214.44	136.92	3,000.00	0.00	32,569.68	23,000.00	9,569.68	0.00	4,784.84	27,784.84	HSA Family	27
28	Opt-Out	0.00	1,358.16	372.84	136.92	0.00	8,000.00	10,667.92	23,000.00	0.00	12,332.08	0.00	10,667.92	Opt-Out	28
29	Kaiser HMO	22,114.78	1,358.16	372.84	136.92	0.00	0.00	23,982.70	23,000.00	982.70	0.00	491.35	23,491.35	Kaiser HMO	29
30	Opt-Out	0.00	1,512.24	372.84	136.92	0.00	7,333.33	9,355.33	23,000.00	0.00	13,644.67	0.00	9,355.33	Opt-Out	30
31	Kaiser HMO	23,097.48	996.72	372.84	136.92	0.00	0.00	24,603.96	23,000.00	1,603.96	0.00	801.98	23,801.98	Kaiser HMO	31
32	Kaiser HMO	23,097.48	996.72	372.84	136.92	0.00	0.00	24,603.96	23,000.00	1,603.96	0.00	801.98	23,801.98	Kaiser HMO	32
33	Kaiser HMO	23,097.48	1,512.24	214.44	136.92	0.00	0.00	24,961.08	23,000.00	1,961.08	0.00	980.54	23,980.54	Kaiser HMO	33
34	Opt-Out	0.00	1,512.24	372.84	136.92	0.00	8,000.00	10,822.00	23,000.00	0.00	12,178.00	0.00	10,822.00	Opt-Out	34
35	Kaiser HMO	23,097.48	996.72	214.44	136.92	0.00	0.00	24,445.56	23,000.00	1,445.56	0.00	722.78	23,722.78	Kaiser HMO	35
36	Opt-Out	0.00	1,358.16	372.84	136.92	0.00	8,000.00	10,667.92	23,000.00	0.00	12,332.08	0.00	10,667.92	Opt-Out	36
37	HSA Family	27,706.08	996.72	214.44	136.92	3,000.00	0.00	32,054.16	23,000.00	9,054.16	0.00	4,527.08	27,527.08	HSA Family	37
38	HSA Single	27,706.08	996.72	372.84	136.92	1,500.00	0.00	30,712.56	23,000.00	7,712.56	0.00	3,856.28	26,856.28	HSA Single	38
39	HSA Family	27,706.08	1,512.24	372.84	136.92	3,000.00	0.00	32,728.08	23,000.00	9,728.08	0.00	4,864.04	27,864.04	HSA Family	39
40	Kaiser HMO	23,097.48	1,358.16	214.44	136.92	0.00	0.00	24,807.00	23,000.00	1,807.00	0.00	903.50	23,903.50	Kaiser HMO	40
41	Opt-Out	0.00	1,358.16	214.44	136.92	0.00	8,000.00	10,509.52	23,000.00	0.00	12,490.48	0.00	10,509.52	Opt-Out	41
42	Kaiser HMO	23,097.48	996.72	214.44	136.92	0.00	0.00	24,445.56	23,000.00	1,445.56	0.00	722.78	23,722.78	Kaiser HMO	42
43	Opt-Out	0.00	1,512.24	372.84	136.92	0.00	8,000.00	10,822.00	23,000.00	0.00	12,178.00	0.00	10,822.00	Opt-Out	43
44	HSA Family	27,706.08	1,512.24	214.44	136.92	3,000.00	0.00	32,569.68	23,000.00	9,569.68	0.00	4,784.84	27,784.84	HSA Family	44
45	HSA Family	27,706.08	1,512.24	372.84	136.92	3,000.00	0.00	32,728.08	23,000.00	9,728.08	0.00	4,864.04	27,864.04	HSA Family	45
		804,637.30	57,833.76	14,504.16	6,161.40	51,000.00	117,866.56	1,052,003.28	1,035,000.00	196,836.26	179,832.98	98,418.13	953,585.15	TOTAL	
HSA Family														14	HSA Family
HSA Single														6	HSA Single
Kaiser HMO														11	Kaiser HMO
Opt-Outs														14	Opt-Outs
Total														45	Total

Dr. Castillo-Garrison, welcome to Palo Verde College. We are pleased to have you here, and I look forward to working with you as you begin serving as our Superintendent/President.

This college has many strengths, but it also has concerns and problems that need to be addressed. New leadership gives us an opportunity not only for a fresh start, but for meaningful correction, improvement, and progress.

My expectation is that concerns will be examined carefully, facts will be verified, problems will be corrected, and issues will be brought to resolution through full transparency and accountability. I believe decisions are strongest when they are based on accurate information, clear documentation, and open communication.

I also expect positive and measurable change in the areas that matter most to the college, the Board, and my constituents: student success, responsible stewardship of public funds, a stable and respectful working environment for employees, strong academic and student-support programs, and confidence in the way the institution is managed.

The Board and the Superintendent/President should have a relationship built on honesty, transparency, verification, and clear communication. When something is going well, we should know it. When something needs correction, we should know that too as soon as possible, along with what is being done, who is responsible, and how we will know the matter has been resolved.

I wish you success as you begin this work. I am hopeful about what can be accomplished, and I look forward to working with you and seeing positive, measurable change at Palo Verde College under your leadership. Welcome.