



**PLANNING & BUDGET COMMITTEE (PBC) MEETING
MINUTES,**

Facilitator: Dr. Abiodun Osanyinpeju

Recorder: C. Edwards

Date of Meeting Recorded June 8, 2023

Vision

Compton College will be the leading institution of student learning and success in higher education.

Mission Statement

Compton College is a welcoming and inclusive community where diverse students are supported to pursue and attain student success. Compton College provides solutions to challenges, utilizes the latest techniques for preparing the workforce and provides clear pathways for completion of programs of study, transition to a university, and securing living-wage employment.

PRESENT

Jose Bernaudo
 Keith Cobb
 Lorena Fonseca

Amber Gillis
 LaVetta Johnson
 Janette Morales

Dr. Abiodun Osanyinpeju
 Sheyna Burns
 Dr. Jose Villalobos

OTHERS ATTENDING: Dr. Abdul Nasser, Dr. Lauren Sosenko, Dorrett Lambey, and Owen Yu

Shared Documents

- 2023-2024 Tentative Budget

Meeting Minutes

I. Call to Order

The meeting was called to order at 1:35pm by Dr. Abiodun Osanyinpeju.

II. Review of Minutes

- The minutes of April 25, 2023, was approved by Mr. Bernaudo, Dr. Villalobos (moved/seconded). The vote was 6 in favor, 0 opposed, and 1 abstention. The motion passed.

III. 2023-2024 Tentative Budget

Dr. Osanyinpeju opened the meeting thanking everyone for agreeing to move our meeting back a little so that everything can work for everyone. Dr. Nasser echoed the sentiment. He provided appreciation for approving the change in the date and time of today's meeting. So, as a result of that change, our budget calendar for this year now reflects this change again. He thanked everyone again for your cooperation and consideration for this change. He indicated that the budget presentation that he is going to share with you us is what he plans to share with the Board of Trustees.

Dr. Nasser recapitulated that in January the Governor presented the budget, and a revise in May. A governor's budget will happen sometime in this month the where the Legislature will decide and deliberate on the budget and issue the final statutory budget. We need the Board to approve our budget in June and that is a requirement so that we can pay the bills come July 1st, without that approval we cannot.

Dr. Nasser provided an overview of the 2022-2023 Final Budget Assumptions recommended by the President/Chief Executive Officer. We will talk about the 10 budget assumptions, and you are all familiar with those but that is just part of refreshing folks mind about what was discussed when we talked about the assumptions. We will briefly talk about restricted funds, and other funds. After this presentation he will go through the budget book that will be presented to the Board. A question-and-answer session followed.

- Tentative Budget Assumptions
 - Estimated beginning balance: \$18,386,186
 - Estimated Revenue: \$50,373,422
 - Budget: 5,980 FTES based on 1,474 course section offerings
 - COLA: 8.22%
 - Employee Retirement systems:
 - CalPERS – from 25.37% to 27%
 - CalSTRS – 19.10% (unchanged)
 - Projected utility increases of 12%.
- Faculty Positions
 1. Women's/Men's Soccer Coach
 2. Medical Terminology
- One-time Augmentations/Enhancements (\$450,000):
 - Enrollment Management Plan (\$100,000)
 - Budget Augmentations and Enhancements (\$250,000)
 - Summer Enrichment Activities (\$100,000)
- Budget \$200,000 for Student Meal Program.
- Budget \$250,000 for Open Educational Resources
- Line of Credit Debt Payment - \$1,681,841, which includes a one-time augmentation of \$500,000.
- Budget for Other Postemployment Benefit (OPEB) contribution of \$250,000.
- Budget for the California Public Entity Pension Stabilization Fund (PERS/STRS) contribution of \$200,000
- Reserve the following expenditures from the ending balance (\$4,450,000):
 - Compton College Enterprise Resource Planning System (\$3,700,000)
 - Compton Community College District Personnel Commission (\$400,000)
 - One-time augmentations for future Compton College Fire Academy equipment (\$350,000).
- Budget for inter-fund transfers out (\$3.1 million):
 - Transfer \$400,000 to the Property & Liability Fund to pay cost of property and liability insurance.
 - Transfer \$150,000 to the Child Development Fund to support the operational costs for the Child Development Center.
 - Transfer \$150,000 for Student Technology
 - Transfer \$400,000 to the Capital Outlay Fund to pay the anticipated additional cost for the Student Housing Project
 - Transfer \$1,500,000 to the Capital Outlay Fund to pay the anticipated additional cost for the Physical Education Complex Replacement Project

- Transfer \$500,000 to the Capital Outlay Fund to pay the anticipated additional cost for the Visual & Performing Arts Replacement Project.

▪ **General Fund Unrestricted Summary**

Beginning Fund Balance		18,386,186
Revenues		
State	42,086,422	
Local	<u>8,287,000</u>	
	<u>50,373,422</u>	
Expenditures		
Academic Salaries	14,944,150	
Classified Salaries	10,434,280	
Benefits	13,623,522	
Supplies	824,030	
Contracts and Operating	7,986,400	
Capital Outlay	455,010	
Other Outgo	<u>4,931,850</u>	
	<u>53,199,242</u>	
Change in Fund Balance	(2,825,820)	
Ending Fund Balance	<u>15,560,366</u>	

▪ **General Fund Restricted Summary**

Beginning Fund Balance		4,460,138
Revenues		
Federal	3,279,950	
State	18,414,802	
Local	<u>1,888,609</u>	
	<u>23,583,361</u>	
Expenditures		
Academic Salaries	2,621,479	
Classified Salaries	3,797,700	
Benefits	2,674,802	
Supplies	1,347,136	
Contracts and Operating	8,032,987	
Capital Outlay	1,513,816	
Other Outgo	<u>3,575,441</u>	
	<u>23,563,361</u>	
Change in Fund Balance		20,000
Ending Fund Balance	<u>4,480,138</u>	

▪ **General Obligations Bond Summary**

Beginning Fund Balance	1,143,955	106,270	1,485,172
Revenues			
Local	<u>5,000</u>	<u>500</u>	<u>800</u>
Expenditures			
Other Operating	32,969	2,450	2,450

Capital Outlay	<u>1,058,730</u>	<u>100,430</u>	<u>1,348,830</u>
Change in Fund Balance	<u>(1,086,699)</u>	<u>(102,380)</u>	<u>(1,350,480)</u>
Ending Fund Balance	57,256	3,890	134,692

▪ **Financial Aid Fund**

Beginning Fund Balance			185,055
Revenues			
Federal		8,500,000	
State		1,413,290	
Local		<u>10,000</u>	
		<u>9,923,290</u>	
Expenditures		<u>9,913,290</u>	
Change in Fund Balance			10,000
Ending Fund Balance		<u>195,055</u>	

Dr. Osanyinpeju noted that the change in the fund balance is \$50 million and the expenditure is \$53 million and wanted to know if it meant we are going to be okay. We have a state balance of \$18 million. Dr. Nasser asked if there any other questions? He then shared the 2023-2024 Budget Book with the committee.

Dr. Nasser mentioned that a moment ago we talked about our beginning fund balance. Now all those expenses and revenues are broken down a little further, as you can see all these different lines of funding. He provided an example of how we build ours in our accounting records. These are the revenues and the expenses as you know, are characterized by 1000, 2000, 3000 in the categories for salaries, benefits, supplies contracts, and equipment. So, those numbers are all reflected here that was shared with you in the PowerPoint presentation.

Dr. Nasser now we go through restricted fund. As a summary, we have worked with a number of funds. One is unrestricted and the other restricted. The restricted is primarily the funds that we receive and are earmarked for certain expenses, and we have the revenues. The same format is used for expenses for salaries, benefits, and supplies. Dr. Nasser shared the accounting standard budget and accounting manual and then line of credit, child development fund, capital outlay so the expense out of the capital outlay, and then we have the bond funds. He indicated that the bond fund expenditures do not have any personal cost. There's no salaries and benefits at all, only contractual costs and equipment building costs. He mentioned that there are three bond funds that he presented in the summary. This is the Workers' Compensation Self Insurance fund, insurance fine focus compensation fund. Property & Liability Self Insurance Fund, Associated Student Government fund. Our budget must be comprehensive. Student Financial Aid fund and that is the end of the book. He inquired if there were any questions and stated that he realized it is a lot of numbers.

Dr. Osanyinpeju asked if we put any money towards the investment for next year and how much do we have? Dr. Nasser inquired if he was talking about our retirement funds, which are done by Keenan and Associate. There is a formula that they follow and so whatever funds are there they follow our directives on how to invest. There is another committee that reviews the performance, and every month we give the Board of Trustees our fund balance, and so they would know where we are. Dr.

Osanyinpeju wanted to know if we are still in good standing. Dr. Nasser commented that we are in good standing and still making money.

Ms. Gillis provided an update from the Accreditation Summit last week. Dr. Berger mentioned something about legislative. She apologized if that is not right but, some changes regarding the requirements for our reserves budget, or at least the reserve budget for California Community Colleges in general. She asked Dr. Nasser if he could share a little bit about what you said then, and how that might impact our reserve funds going forward? Dr. Nasser explained that our board policy states that our reserves need to be at least 10% of our general fund expenditures. Dr. Nasser commented that the Chancellor's office is proposing, that our reserves should be two months' worth of annual expenses. So, at this point we meet both of those guidelines, and we are within compliance of that guideline.

Dr. Osanyinpeju asked the committee members, if we could invite someone to move a motion to support the 2023-2024 tentative budget for the District.

Mr. Bernaudo commented that he would like to share something and talk about this before we take a vote and promised that he would not be too long. As a faculty member, in the last year he have spoken with other faculty members from just about all the departments, members of the Faculty, Senate, and so on. He feels as a faculty member this is something he really has to share with this committee. The issue of compensation has never been this serious. The college has always offered low set, fairly low salaries, comparatively, but this issue has never been as serious as it is now. There are faculty who have left. The English department has lost faculty and we are having trouble attracting them. Faculty are struggling to make their bills and they are moonlighting. It is something that cannot be ignored. As a member of this committee and as a faculty I like to get the support of this committee to address this issue. Dr. Osanyinpeju asked what he meant by support this issue. It was his understanding that salary will always be handled under negotiations which is between the administrative team and the Union.

Mr. Bernaudo mentioned that is a good point, Dr. Osanyinpeju that he agreed. But something we have learned with critical thinking is that things can happen at the same time. This is one of those things, that this committee can make recommendations for the allocation of resources to ensure the success of the institution. He believes that what he knows about the reserves that we are far above compliance. He is aware that the reserves can sustain an increase for the faculty. So, he would like to make a motion for this committee to support an increase in faculty compensation for the reasons he outlined earlier. Dr. Osanyinpeju feels that we would be stepping out of our zone because if you, google our goals as well as that, we want to be sure that we go by the policies and the standards. That we make sure that the process of allocating resources starts from the program review for the departments and make sure that we align all of this with our strategic initiatives.

Mr. Bernaudo said of course, and those things are generated by faculty, if we want faculty to have less stress by not having to moonlight, retain faculty, keep them from resigning, and attract new faculty to fill positions then those things will not happen unless we do that. Dr. Nasser said if I may and he agreed with Mr. Bernaudo about turnover and all those issues. As we look at the institution as a whole I think if we were to say, let us have a competitive compensation for all groups of employees, there will be more addressing the entire institution. Identifying a certain one group of employees, then it is at the cost of another.

Mr. Bernaudo stated that he could only speak for faculty right now and that is why, he is here. As a faculty member, if there is a classified member who like to make the motion for their group that is fine. We have only received a 1.5% raise in the last 5 years. whereas administrative salaries have gone up by 14%, He feels they are due for another raise. Dr. Nasser said that he understands you come from a different perspectives Mr. Bernaudo, I understand you come from a faculty perspective. Of course,

each one of us comes from our area. The role we have on this committee, of course, he is only a staffer in this committee. Our role in this committee is to look at the entire institution and if you want to discuss the composition issue, that is, particularly to a certain group of employees, then, it must go through the collective bargaining unit process.

Mr. Bernaudo disagreed with Dr. Nasser. He indicated that he would like to make the motion right now for the committee to support a 20% increase for the reasons outlined earlier to help the success of this institution, and for this committee to recommend that increase to the Board, and for this committee to support the success of our institution. Dr. Nasser stated again the purvey of this committee, but will leave out the 20% for only the faculty.

Mr. Bernaudo indicated that he believes that the reasons are there to sustain such an increase. We are way beyond the compliance and there is no reason for us not to support that. He commented that classified could make the motion for themselves. He was for that if they like to. If administration would like to make motion to increase even more, they received 14% over the last several years. They can make the motion too.

Ms. Edwards said that she would have to agree with Dr. Osanyinpeju and Dr. Nasser. She stated that if there is going to be an increase, everyone should be included in that increase and not just one group of people. She stated that she is one of those staff members that is below the poverty line so just do not name only your group in this committee. We have to be fair across board. Mr. Bernaudo informed Ms. Edwards, if she would like to make a motion for it to support classified, he would be fine, too.

Dr. Osanyinpeju informed Mr. Bernardo, that he feels that recommending for only faculty or talking about just one group is out of our purview in this group. Mr. Bernaudo said he disagrees and does not think so. Whether we want to improve the facilities of a certain department does not mean we favor that department over another department. If that department needs any improvement that does not matter. Dr. Osanyinpeju said it does not make sense. Mr. Bernaudo once again stated that he would like to make a motion to support a 20% increase for faculty, for the reasons he outlined and he like to call for a second of that motion.

Dr. Villalobos commented to Mr. Bernardo, before he said anything he stated that he agrees with him on the 20% obviously. However, he also agrees with Ms. Edwards, we should say 20% for the faculty, it does not mean administration will listen to us, you are completely right. The administration does not notice everybody that is trying to leave, because the salary is pretty bad. There is only one person, only one that is way overpaid and there is no need to name anybody. Everybody else is under paid. So, if they do not give us the raise that we deserve, what is going to happen is we have to try and close out the school completely, or make sure that we refuse to do any work. This is unacceptable that we have not had a raise in 10 years, while the Administration got 14%, and a particular person is paid more than the President from El Camino. Dr. Osanyinpeju stated that it does not make sense. He inquired if there is data that says, administration got 14%.

Ms. Morales asked Dr. Nasser about the reserves and inquired if he was saying that, according to board policy, the Ed Code is 10% and now, with the Chancellor's recommendation of 2 months, that we also fulfill that now, from what we were calculating the numbers just so well back if we looked at the month. Don't we have about like 4 to 5 months' worth of reserves?

Ms. Morales said when we last time talked about it, we had about that amount. So that's way over the recommended 2 months. So, there are funds there that can potentially be used if this is just a recommendation from the committee and again, the recommendation, you know, in a day can go anywhere. But I agree with Mr. Bernardo. If we do take that vote for us as the committee members

overseeing the PB. The Budget Committee can provide a recommendation as far as the budget goes. Dr. Nasser at the risk of repeating myself, I do not know if it is this committee prerogative to make the recommendations you want. When it comes to compensation, it is the purview of the negotiations team, and there is a process for that.

Mr. Bernaudo said what this committee recommends are two different things. The committee cannot do both recommendations at the same time and with Dr. Villalobos recommendation, he does not think it would be wise. He indicated that he would like to modify his recommendation for the committee to support a 20% increase for faculty and classified for the reasons I outlined earlier, and he like to call for a vote. Dr. Osanyinpeju asked for a second.

Mr. Bernaudo informed Dr. Osanyinpeju that there is a second. Dr. Osanyinpeju commented that he wants to make it clear so that we know our limits. We know how far we can go in this committee. He is trying to explain, like Dr. Nasser said. Dr. Villalobos mentioned he understood that compensation is negotiations. Dr. Villalobos asked if we could modify the motion to say that faculty and classified get a 20% increase, that is something that can we do.

Mr. Bernaudo indicated that sounded reasonable and what about the suggestion we had earlier? Dr. Osanyinpeju commented that was it. He finds it difficult to even put together, because this is not what we do here. Dr. Osanyinpeju stated that we are trying to hijack the functions of this committee, and we are going in the other direction. If we have negotiations that is going on. The PBC does not get involved with negotiations. Yes, we can make recommendations, but recommendations would not have to be divided or we would not have a particular group in mind as to when we are making our recommendations. So my suggestion is that while negotiation is going on, it is quite unreasonable for us to jump into that and be advising, or recommending that we give a 20% increase.

Mr. Bernaudo informed Dr. Osanyinpeju that he disagrees with the term. Hijack would be if this committee made the decisions for budgeting. We make recommendations only and the Board makes those decisions. He does not think we are there. There no hijacking going on. We are saying that the committee should recommend that. Dr. Osanyinpeju stated that by saying we should have a 20% increase is like we are abandoning our purview or our focus. We have policies, guiding negotiations, and Human Resources discussion. Dr. Nasser indicated that one of the issues that if we were to say, this is the amount and the percentage from Mr. Bernaudo, we are disturbing, the negotiation process, because there are folks that are negotiating, and that result may be totally different than what you are proposing, higher or lower, we do not know, and we could be disturbing that process. Dr. Nasser feels that a recommendation from the committee that is more palatable is to say for the viability of the institution, it is important that salaries across all groups of employees be competitive. He thinks that would be palatable, that would be his recommendation.

Ms. Morales asked Dr. Nasser how much do you know about AB 938. Dr. Nasser asked Ms. Morales to tell him more about AB 938. Ms. Morales indicated that AB 938 is a bill that aims to raise school staff salaries to close the existing wage gap that exists between teachers and similarly educated college graduates in other by 50% over the next 7 years. Dr. Nasser says we can do that if that is what the law says but that is something that has to be negotiated because we have to have the resources when we talk about salaries. It is not a one-time expense. It is ongoing for the rest of the life of the institution.

Dr. Osanyinpeju said that is what he was thinking, that if any one of us here on the negotiating team, we now have the information that we can take to negotiation and say we believe we have this amount of reserve. We believe that we have 5 to 6 month expenses and meets all the criteria the State recommended. Why can't we talk about it on the negotiation team? Mr. Bernaudo stated that he was part of negotiations and that is a different subject. The subject at hand is the PBC and our job is for us

to make recommendations for the success of this college, and as a faculty member from what he hears, see, and believe there are other faculty who see this too. This is an issue that this committee definitely has purview over, which is budget and making recommendations and putting it up for a vote is just that and that is all. It is not something that anyone needs to be held to. It is just simply my job as a member of this committee that I feel obligated to do. What do you think about what is necessary? He believes it is a different subject. Negotiations are our negotiations. He mentioned that Dr. Osanyinpeju said something about suggesting a competitive salary for everyone in the district. A competitive salary is too vague and one thing is very obvious that faculty and classified start at much lower scale, and they are paid way less than the administration. So, you know that it would not be fair. If we were to go by what the Dr. Nasser said Dr. Osanyinpeju, it would not reflect what we talked about, the whole campus. We are suggesting Dr. Osanyinpeju something competitive means it could be more than the 20% that you are recommending or it could be less. Dr. Osanyinpeju stated that if we insist on this particular number we are even doing ourselves a disservice.

Mr. Bernaudo informed Dr. Osanyinpeju that we request or recommend a competitive salary for the folks in this group, of 20%. The difference between that and saying we need to allocate funds for this program or for this building when it comes to something like this, it is not an issue. They are the same thing. Everything we do here is on the advisement. It is not binding. Dr. Osanyinpeju asked if he was moving that the committee recommend that the salary for every employee on the campus that makes sense, is that correct?

Dr. Osanyinpeju stated that this committee which does not have anything to do with negotiations, but because of other concerns, recommend competitive salary for everyone on campus in the district. Ms. Morales wanted to know if it is everybody on campus. How equitable is that? If an individual makes more, does that means they do not get anything as they are already competitive.

Mr. Bernaudo responded yes, that is already competitive and they may not get anything again. It is interesting how you do not want anything, put a number on it because you keep going to negotiations. We have the numbers, if he could finish what he was saying. We negotiate for all kinds of things that we purchased and we allocate funds for those things? Negotiation is separate from what we decide to do with the funds. We would not in any way be corrupting negotiations. Dr. Osanyinpeju informed Mr. Bernaudo that anything can influence negotiations. If you look at it that way, you take the motion on the floor that the committee is recommending competitive salary for all. Mr. Bernaudo said this is the water down version and that will not do.

Mr. Bernaudo stated that if he goes back to my colleagues as a member of this committee, and he votes on something like that, that is a joke Dr. Osanyinpeju. The vote carries and it does not address the issue. How do you do something particularly important? Dr. Osanyinpeju commented that if you are recommending something from this presentation, can we first of all show our support for this and then we can talk about how we are going to expand, or how we are going to take something from this meeting. Mr. Bernaudo indicated that this issue is too important to ignore. No, it is too serious to put it aside. Dr. Osanyinpeju stated that we are not putting it aside because what we are talking about is based on the tentative budget that has been presented to us.

Mr. Bernaudo commented that unless you do not know if the money is there. This is your argument on this presentation, and he was not sure if he can support anything going forward. Dr. Osanyinpeju once again asked to take a vote on this one. Mr. Bernaudo and asked colleagues, do you think we need to be sure that this proposal is good. We have seen that the money has been located here or allocated here and there, are we okay with that. That is why we have this reserve. Now, following the vote of support, we can move to the reserve and everything that is left.

Dr. Osanyinpeju mentioned that every employee on campus should have competitive salaries. He thinks that makes it easier for us to be able to argue or support our recommendation for increase or increment, or whatever. That is his thought. Can we look at the presentation that was mentioned to support the tentative budget. Then let us address the reserve, the extra, or something that we think can be used to benefit members of the district.

Ms. Morales inquired what was wrong with doing it the other way? Dr. Osanyinpeju stated that it is not moving forward. We are trying to spend from it or changing it. First, can we support this proposal and then we can say, everybody is in agreement that you have managed this money correctly. Then ask what are you going to do with the reserve? We can have a recommendation that we expect every employee on campus to be adequately compensated. Ms. Morales indicated that the only motion the administrators would go for is to say, competitive salaries across the board. Dr. Osanyinpeju agreed with Ms. Morales because it makes a lot of sense.

Mr. Bernaudo said to Dr. Osanyinpeju that he does not think he grasped the seriousness of the of the situation. It is something that he feels along with his colleagues the seriousness and urgency of the situation. The Administration is expecting to get over it. This is serious and it needs to be resolved. He does not see why it cannot be resolved right now simply by talking about it. Let us vote on the presentation that we are basing our recommendation on. We have not even indicated our support of this recommendation. Dr. Osanyinpeju stated that if he used that or jump to conclusion that we are going to use this money for this. However, if we confirm that this committee is okay with the way the money has been managed in such a way that we even have a reserve in what is required.

Ms. Gillis apologized to the committee indicating that she has to leave and informed the group that she is supportive of increasing salaries, compositions to things that are equitable. We cannot be the home of the equity avengers, and not have equitable financial compensation for everyone. What she will push back on is, though she thinks that just trying to say that we want to take a vote based on this one particular presentation is also not satisfactory, because this is just one presentation. This is a long standing, very deep issue that is ongoing. It has existed long before this presentation, and will continue to exist beyond this presentation until something changes. We know what that means, we understand the role of the negotiation teams. We understand that there is a difference between what is in the CBAs and what this committee does. She feels everybody is aware of those differences.

Ms. Gillis stated that she feels what we really need to do is, as a committee is really put forward, a strong recommendation that we really evaluate critically, transparently, authentically. What the salaries on our campus look like because that right there, it's a huge problem. We hemorrhage faculty and classified professionals. We do and that is a very deep issue. No, she is serious, though, but does not want to just miss any of the statements that have been made here today, because she agrees with. This is a multi- faceted issue but I do not see what any harm would be in this committee making a recommendation to the district about really evaluating this problem because this goes above and beyond anything that is happening at the negotiation table. This is a systemic problem at our college. She thanked everyone. Also, to reinforce what Professor Bernaudo said at the beginning of his speech. He said, the whole campus.

Dr. Osanyinpeju mentioned that you said everyone here. It is a list of folks paid or not compensated. That is why he wants to go with Dr. Nasser's suggestion. Let us say holistically, that every employee should be adequately compensated. He feels we all are all impacted. We know what is going on. Everybody will appreciate something more than what we have now. He wants us to be able to finish. He is suggesting, we consider this presentation, talk about it, and follow it up with the recommendation. Have we accepted this tentative budget, and we are recommending that the district take a good look at the compensation of the employees on this campus. He feels that makes it better.

Dr. Villalobos stated that he would like to modify one thing to modify. He wants to know what are we saying? This committee recommends that we have the money, to have comparative salaries and compare them to all the schools in the area. And if our salaries must be adjusted to their right percentage, **that** will be at least 23%, but will not be saying exactly that. We are paid at least 20% less than any other school. So, we had to say, a comparative salary like surrounding districts. If not, it has to be adjusted exactly and it does not matter what the percent increase must be. Dr. Villalobos indicated that is something where we does not mentioned the 20%. But it implies the 20% or more. Dr. Osanyinpeju commented that his view right now is repetitive, and to retain faculty and to address the issues, we go to frame it. He thinks we should first of all vote on the tentative budget as this is sensitive. Then we can do it the other way around that it does not work like that because if **we** remember what Ms. Gillis said, it is an ongoing issue which we definitely know the district must address. We put our support for this presentation, and then we say we know that there is adequate funding to do this, we are recommending adequate and equitable compensation for everyone on campus.

Mr. Bernaudo stated that it should be comparative to surrounding districts. We go on to make that motion. Then he will change his original abstention vote to the budget. However, at this point he would have to abstain. Dr. Osanyinpeju asked that we do the budget, and then he asked folks please do not leave and asked that the committee vote on the tentative budget first. Mr. Bernaudo commented that he had only talked for about seven minutes, and it was not unexpectedly. This topic did come up during our last meeting, and he will be honest. He said he does not have faith that if we have to vote first on the budget that we are going to come back to this issue. Dr. Osanyinpeju said that it is an ongoing issue on the campus and in the district. We know we have to address it, but we do not want to identify **just one group**.

Mr. Bernaudo said that if we recommend compensation for one group that means we are politicizing that. The way Dr. Villalobos suggested the compromise to just say what we recommend **competitive salaries**. Let's do **the** two things, please.

Dr. Osanyinpeju said that if you support the tentative budget presented to us today. Can you please put your vote, in the chat? Dr. Osanyinpeju stated that and then you can do the second one based on that, it is in budget we already supported. We recommended that the **district** provides adequate compensation to employees on campus that is competitive with **the other** districts around, **for** those employees who are underpaid. Please let us put that **vote** in the chat. **C**omparative to other employees and other districts. We still have a quorum.

Ms. Edwards requested that each vote is separate. So, we are very clear at what you are saying “yes”, “no”, and “abstaining” to. The motion on now is that the Planning on Budget Committee supports the tentative budget for 2023-2024 as presented to us today while we still have quorum. He asked that everyone to please give your support so that we can have a strong **basis** to argue for that recommendation. If we abstained, we do not support, there was the basis of our recommendation. It is going to go against us.

Ms. Morales asked what if it goes the other way around on number 2. What if everybody approves the first motion, but not the second motion? Dr. Osanyinpeju stated that he does not think anybody here is not going to approve the second motion. Everybody wants something.

Mr. Bernaudo indicated that we will do the second one just as we have. How does that motion work with you? Dr. Osanyinpeju said the motion to support an increase in pay to support competitive compensation. We said it competitive pay comparative to **other districts**.

Mr. Bernaudo asked if we could do like Mr. Cobb and say “aye” for the first and “aye” for the second. Can we do that if we want? Dr. Osanyinpeju responded you can. But we need something to support the second. Mr. Bernaudo said to raise support for competitive. It makes sense, you are tactical, diplomatic, professional, all of that. See, we cannot force things we only recommend. If our language is upsetting, it does not really work for us, it does not help. But if you give something, that something that we add, because we believe there is enough in the budget and the reserves to do this.

Dr. Osanyinpeju thanked Mr. Bernaudo, Ms. Morales, and everyone as this gives us a particularly good standing to be able to even go back to negotiations and get what we need. Dr. Osanyinpeju mentioned that we did some hard work today. We bump heads and we know what the real purpose of PBC is.

Ms. Edwards inquired who made the motion as it is not clear in the Chat? Dr. Osanyinpeju indicated that Mr. Bernardo made the motion, and he seconded.

The motion to move the 2023-2024 Tentative Budget Assumptions was approved. Mr. Bernaudo, Dr. Osanyinpeju (moved/seconded). The vote was 6 in favor, 0 opposed, and 1 abstention. The motion passed.

The motion to support an increase in pay for all employees who are underpaid adequate and equitable compensation, comparative salary to surrounding districts were approved. Mr. Bernaudo, Dr. Osanyinpeju (moved/seconded). The vote was 5 in favor, 0 opposed, and 0 abstention. The motion passed.

Ms. Edwards informed Dr. Osanyinpeju the Ms. Johnson had a doctor appointment and that is why she did not join in today. Dr. Osanyinpeju mentioned that he had called her and assumed she was working from home.

IV. Self-Evaluation

Item tabled until the next meeting.

V. Adjournment

The meeting adjourned at 2:43 p.m.