Agenda

- Welcome & Introductions
- Human Resources Highlights
- Marketing & Communications Highlights
- Educational Services Highlights
- Information Technology Highlights
- Community Safety Highlights
- Adopted Budget & Facilities Highlights
- Peralta Transformation Plan 2025-2027
- Q&A

Introductions

Greg Nelson
Deputy Chancellor &
Chief Operating Officer

S. Jamila Buckner
Vice Chancellor,
Human Resources &
Employee Relations

Dr. Tina Vasconcellos
Vice Chancellor,
Educational Services

Antoine Mehouelley
Chief Technology
Information Officer

Abdul Pridgen
Interim Executive Director,
Community Safety

Mark Johnson
Executive Director,
Marketing, Communication
& Public Relations

Dr. Tammeil Gilkerson
Chancellor

Human Resources Highlights

HR Team

Covers all HR, ER, and Benefits Matters

S. Jamila Buckner , VC HR & ER

Executive Assistant for HR & ER

Arlene Lontoc, Executive Assistant

Handles ER, LR, Title V and Title IX Concerns, and our EEO & Diversity Programs

Andrea Epps, Director of ER & LR

Benefits, Medical, and Retirement

Phoenix Lara, Benefits Manager

Clerical Support

Lenora Tucker, Sr, Clerical Assistant

District and Campus Recruitment & Onboarding, Special Projects, Data Analysis & Reporting

HR Analysts

District and Campus Support

HR Generalists

Benefits Support

Ronnie Roberts McCain, Benefits Specialist

Leave Management

Alejandra (Allie) Rodriguez,Sr HR Analyst II

Keye Su, Patricia Barton, Marshniel Chandra, Elizabeth Palafox

For more info click here

Angela Perry, Zahra Aziz, Jovita Nunez, Noha Basilous (on Leave)

For More Info click Here

Passion. Purpose. Possibilities.

Human Resources Highlights

- **General Office Hours – 8 – 5 pm, Monday - Friday**

- **Campus Office Hours**
  - We're available to answer your questions!
  - Our goal is to learn about campus specific needs and be a partner to you
  - We plan to provide drop-in clinics on HR system and process updates during this time
  - It is an opportunity for meaningfully engagement with our Peralta community

CAMPUS	DAY	TIME
Berkeley City College	3rd Thursday	12:00pm-1:00pm
College of Alameda	1st Thursday	12:00pm-1:00pm
Laney College	1st Monday	1:30pm-2:30pm
Merritt College	3rd Monday	1:00pm-2:00pm

Marketing, Communication & Public Relations Highlights

Marketing, Communication & Public Relations Services

Student Engagement

Monthly "Student Communications" meetings with college stakeholders, district-wide email messaging, and SMS solutions for texting students
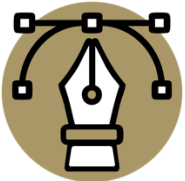
Website Administration

Relaunching websites on the HubSpot CRM system for better user experiences and more efficient ongoing support

Advertising

The "Love Your Future" college branded advertising campaign continues to perform well and help drive enrollment and goodwill

Graphic design services

Graphic brand support for colleges including mascot logo updates, brand guidelines, and college logo update
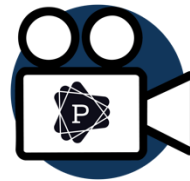
Video Production Services

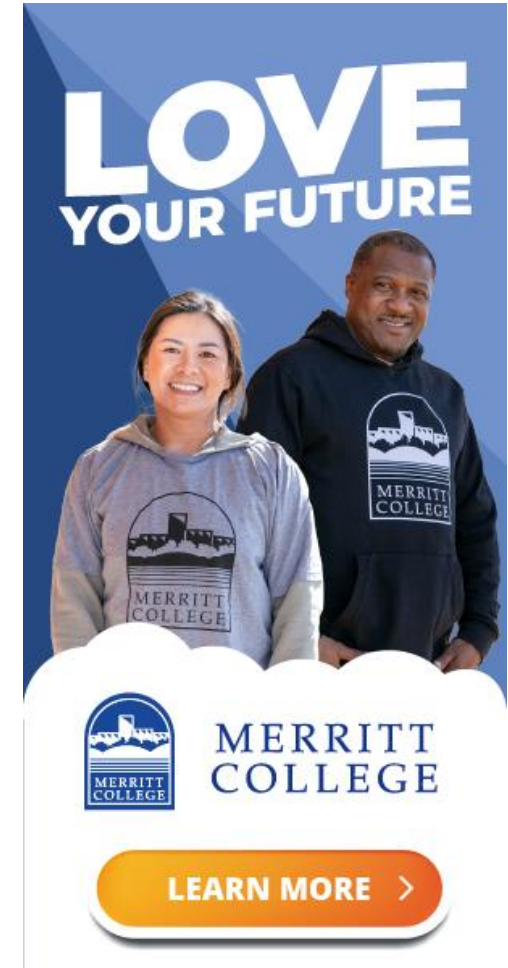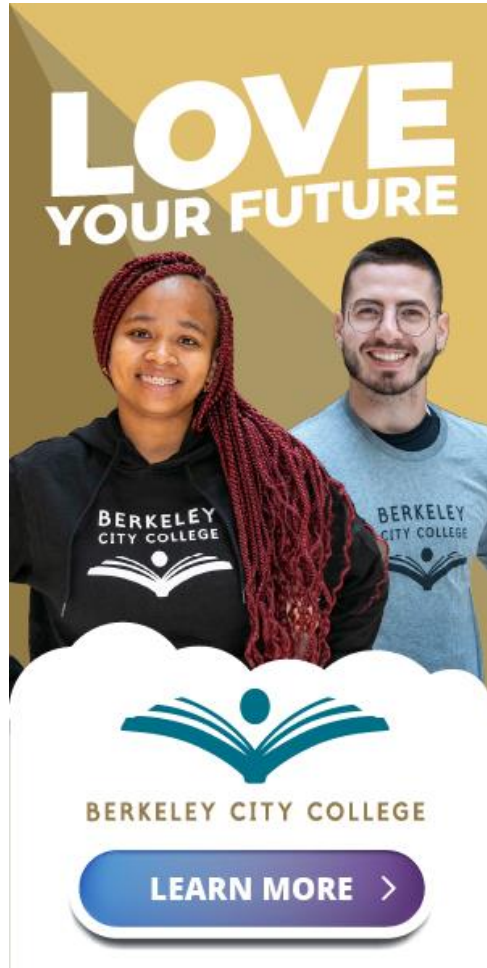Video advertising and promotional coverage including graduations, sports, and other special events

Photography & Social Media Services

Amplifying visibility of college activities and achievements via photography and social media support and boosting

Love Your Future Advertising

Created in-house by Marcus Creel (Graphic Design Specialist for MCPR). Download on Google Drive: https://drive.google.com/drive/folders/1kepRewQhhyHMN0ZzaijkJNQLdOarl7x3?usp=sharing

Educational Services Highlights

Educational Services Highlights

Business Workflow focused on Students

Centralizing Admission & Records
and Financial Aid business workflow
to increase service to students

Fraud Mitigation

Laser focus on fraud mitigation with
software enhancements and
integrated ID verification

Data Access for Everyone

Institutional Research leading PCCD
Data Dashboard Updates and
access for all employees

Enhanced Access for Students Success

Ability to Benefit- providing greater
FA access for students and Credit for
Prior Learning supporting Adult
Learners

Educational Services Highlights

Student Success Navigator Program & "No Wrong Door" approach to student onboarding and support

- Student Navigators in the Welcome Centers and strategic areas to onboard students.

- District wide approach to onboarding- Professional Development as a district team of student peers to support access, retention and success.

- Enhanced financial aid outreach and support to help mitigate basic needs barriers for students.

# Community Safety Highlights
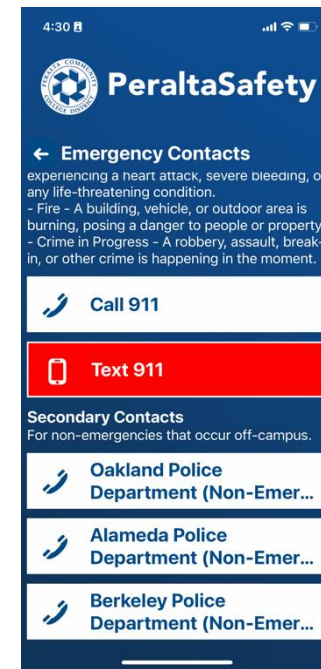
Community Safety Highlights
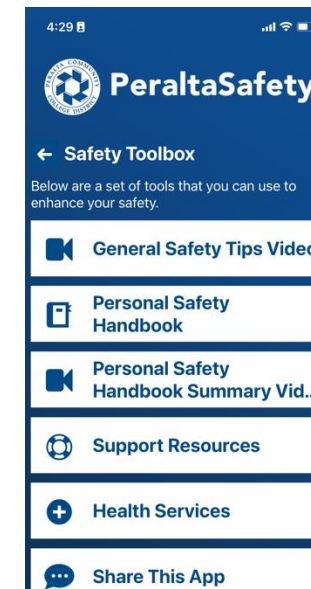
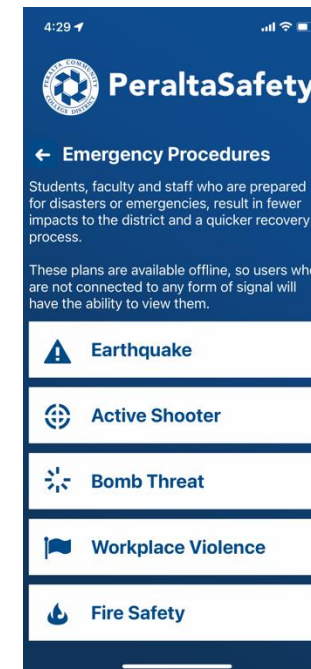- **New Safety and Security Systems**
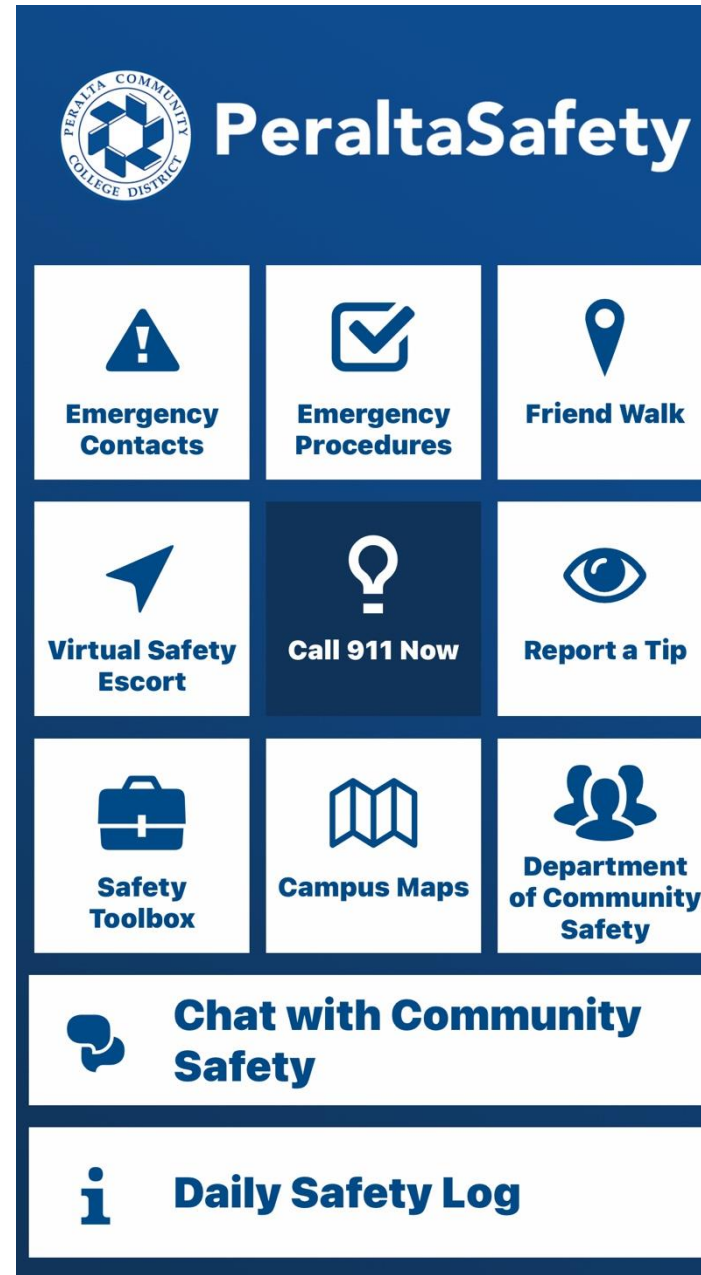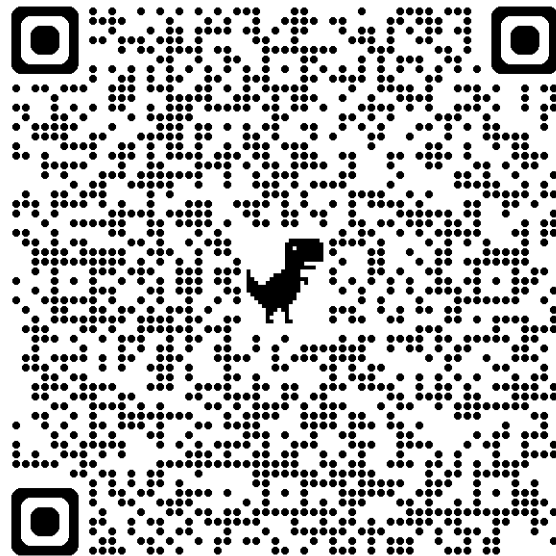 - <u>Enhanced technology</u>
  - <u>Aventus Security</u>
  - <u>Diligence Security Group</u>
  - <u>Student Safety Aides</u>

Abdul D. Pridgen
apridgen@peralta.edu
(510) 466-7233

Community Safety Highlights

- **PeraltaSafety App**
  - Safety Toolbox
  - Chat with Community Safety
  - Click the QR code to download from Google Play or the Apple App Store
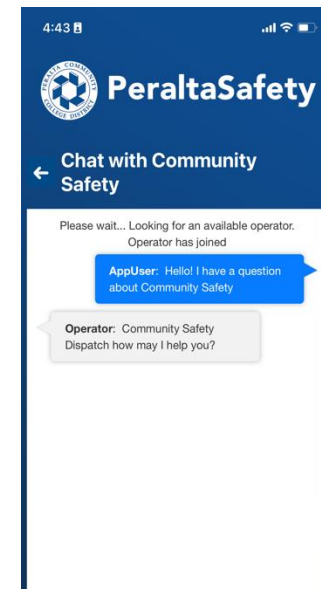
Information Technology Highlights

Peralta Information Technology: District-Wide Unified IT Services

Instructional Classroom Technology

Assessing, Repairing and replacing outdated classroom technology across all campuses to support teaching and learning

Student Services

Connex-Ed software rolled out across campuses. Kiosks installed at key facilities to streamline attendance tracking

Technology Refresh

Assessing, Repairing and replacing outdated technology across all campuses for faculty and staff

IT Staff Professional Development

IT staff ongoing training in Microsoft applications and I&E platforms, with a focus on continuous skill development to address evolving technology demands

District-wide IT Collaboration

Regular in-person IT team meetings for issue resolution and knowledge sharing. Promotes consistency in service delivery across all campuses

Automation of Student Accounts Provisioning

This project has automated the provisioning of student accounts to less than 2 hours. Before, Peralta used a manual student account provisioning process that took up to 48 hours.

Adopted Budget 2025-2026

Fiscal Year 2024-25
Adopted Budget

Historical Funding Challenges

Fiscal Year	Funded FTES	Actual FTES	Budget Challenges
2013-2014	18,652	20,311	Cut $11 million/passage of parcel tax
2014-2015	19,055	20,811	Borrowed from upcoming summer term to stabilize FTES
2015-2016	19,507	21,497	Borrowed from upcoming summer term to stabilize FTES
2016-2017	19,507	20,231	Stabilization funding (had to repay some FTES)
2017-2018	19,507	20,206	Borrowed from prior summer term
2018-2019	18,763	19,785	Froze $4.5 million in positions to cover deficit
2019-2020	18,763	18,917	Relied on COLA to balance budget (3.26%)
2020-2021	17,085	15,757	Cut $2.8 million/$3.375 million in hold harmless funding
2021-2022	17,733	14,623	$8.3 million of hold harmless funding
2022-2023	17,478	16,097	Cut $13.9 million/$21 million in hold harmless funding
2023-2024	16,128	16,614	Cut $3.05 million/$10.1 million in hold harmless funding
2024-2025	15,524	16,600	Cut $11.75 million/$19 million in hold harmless funding

*Funded FTES PCCCD Budget Books
*Actual FTES Data is from the CCCCO Datamart

Impacts of the Changes in 2024-2025

- Fitch – from AA- with a negative outlook to AA+ with a stable outlook

- S&P – from an AA- with a negative outlook to an AA+ with a stable outlook

- Better ratings drive down interest rates, saving dollars long-term and allowing us to refinance bonds to save $13.7M for taxpayers

- Because of the difficult decisions we made over the last year, we are in a stronger place today

- We must continue to embrace the collaborative approach in our shared governance model that will enable us to meet our future challenges

- We have created a two-year runway that positions the District to think more boldly

Year over Year Comparison

It was hard work, but we made a measurable impact on our financial position as a District.

Budget	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
July 2024 Tentative Budget	$11,198,885	$18,385,091	$27,435,278	$36,883,428	N/A
July 2025 Draft Adopted Budget	$11,748,012	$0	$0	$9,000,000	$16,600,000

We still have a great deal of work ahead of us to close the gap in the outer years.

New Shuttle Bus Program – Embracing the Swirl

- December 1st soft launch
- Laney College will serve as hub for bus routes
- Buses will run 730am-7pm Monday – Thursday during the academic calendar
- Bus Stop Locations
- Laney flagpole, Merritt flagpole, Alameda behind Cougar Village, Berkeley – TBD
- Buses will also be available for other items like field trips, athletics, high school visits etc.
- In full effect for Spring Semester

Laney College - Library and Learning Resource Center

A $93M project constructing a new Library and Learning Resource Center, providing modern spaces for study, collaboration, and student support.

Summer Progress: Initial site work and mobilization advanced, with early construction activities and procurement underway.

Site Work

Excavation and Soil Work

Electric Vault Installation

Laney College Central Utility Plant

A \$21.36M project delivering a new Central Utility Plant, ADA/path of travel upgrades across campus, and a new Building AA with mechanical and electrical infrastructure to support the Library/LRC. Completion is scheduled for October 2025
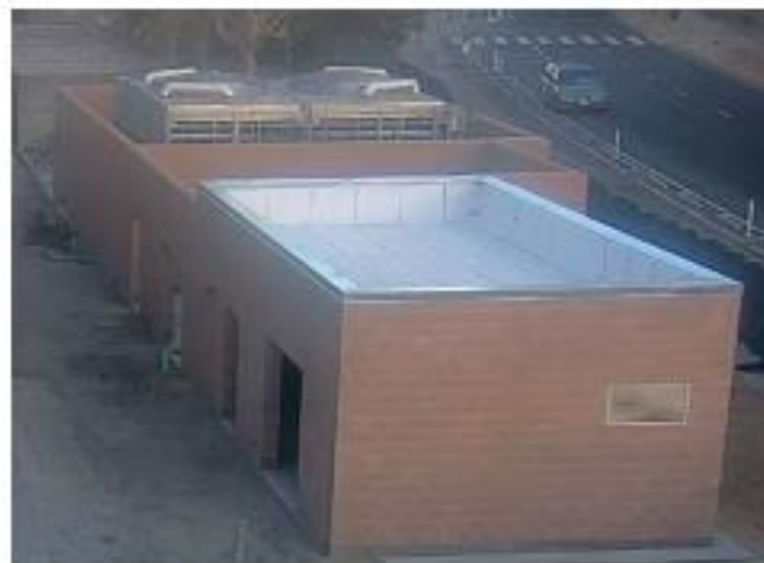
Summer Progress: Work included site paving prep, fire alarm and electrical connections, controls wiring, inspections, and commissioning prep. Building AA structure is complete with electrical work underway.

New Boilers

Piping in Chiller Room

Building AA

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Berkeley City College – 2118 Milvia Street

A six-story, 60,000 SF building with classrooms, student services, and collaborative spaces. Substantial completion is scheduled for December 31, 2025, with a project budget of $101.2M

Summer Progress: Interior build-out and finishes advanced with drywall, painting, ceilings, lighting, restrooms, and stairs, while major systems moved forward with electrical, mechanical, windows, roofing, and elevators.

Roof / Mechanical

Windows / Glazing

Elevator

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Merritt College – Child Development Center

A two-story building combining Child Care and the Lab Practicum Program, with preschool and adult classrooms, administrative offices, support spaces, and a children's play yard. Substantial completion is scheduled for August 9, 2026, with a budget of $39.3M.

Summer Progress: The contractor was terminated in April, and a Takeover Agreement was approved at the August 26 Board of Trustees meeting. Work resumed on August 28 with structural steel corrective work.

Child Development Center Rendering

Structural Steel Work

Framing Work

Merritt College – Horticulture Center

A new horticulture complex with three class labs, a library, five greenhouses, a head house, workshop, soil bins, and landscaped site improvements. The project reached substantial completion on August 18, 2025, with a budget of $40.6M.

Summer Progress: Work focused on greenhouse systems, electrical and fire safety, workshop and site improvements, and final commissioning. A ribbon cutting was held on September 2, 2025.

Horticulture Center

Landscape and Walkways

Greenhouses

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College of Alameda - New Transportation and Technology Center

A new $17.95M facility for automotive, diesel, and auto body/paint programs, designed for hands-on learning, industry partnerships, and workforce training. The project includes demolition of Buildings B and E. The center opened for students in Fall 2025, with a ribbon cutting scheduled for September 30 and final completion targeted for November 2025

Summer Progress: Equipment relocation and installation, interior finishes, HVAC startup and testing, user group move-in, IT and AV system installation, and demolition of Buildings B and E.

New Facility – Aerial view

Automotive Lab

Demolition Building E

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Peralta Transformation Planning

PERALTA COMMUNITY COLLEGE DISTRICT

Shared Governance Handbook

Approved by PBC on October 18, 2024

Goals

1. Strengthening Everyone's Understanding of a Topic or Situation

2. Providing Space for Generating Ideas and Potential Solutions

3. Providing Clear Next Steps (prioritization, resolution/decision, communication)

4. Effectively Using Everyone's Time

Page 6 –PCCD *Shared Governance Manual 2024*

Why We Participate: Centering Students

- *We aim to transcend traditional governance models by fostering an environment that reflects the inclusive and empowering nature of our classrooms.*

- *Our objective is to collaborate meaningfully, shifting from individual efforts to collective understanding and actions.*

- *By building a governance structure grounded in shared values and community commitments, we enable collective action marked by urgency and hope.*

Page 4 –PCCD *Shared Governance Manual 2024*

Community Commitments

- **Open-mindedness**: Embrace diverse perspectives with an open mind.

- **Active Collaboration**: Engage in active participation and come together to achieve common goals.

- **Strategic Vision**: Focus on long-term planning and sustainability.

- **Transparency**: Uphold honesty and openness in all our actions and communications.

- **Withholding Judgment**: Reserve judgment to foster understanding and empathy, allowing for critical thought and evaluation of ideas and recommendations.

- **Positive Intent**: Offer grace and assume positive intentions behind others' actions and words.

- **Student-Centered Focus**: Prioritize students in every decision and action we take.

- **Respectful Space**: Provide an opportunity for everyone to speak out.

- **Inclusivity**: Actively seek and value input from all individuals.

Moonshot Thinking: Constituency Feedback

- Better scheduling & planning based on what students want*
- Eliminate redundant management positions*
- Redesign space utilization on the campuses more efficiently to not compete with each other but better support all district offerings
- Consolidate administrative staff
- District move to college location*
- Merge overlapping programs*
- Close and consolidate colleges*
  - Merge Laney & Merritt
  - Merge Laney & CoA
  - Merge Laney, CoA & Merritt
  - Single College with satellite Center (specialized programs)
- Online College*
- Weekend College
- Close district one day a week
- Reduce duplication and increase efficiency
- Improved marketing

- Reduce duplication and increase efficiency
- Develop a schedule students can count on*: 2-year schedule
- More face-to-face classes
- Services to support evening students
- Provide incentives to students to enroll
- Develop outside relationships for funding
- Offer more classes
- Sell, lease, or develop land*
- Mine for oil at Merritt
- Districtwide department chairs
- Offer bachelor's degrees
- Explore remote workforce
- Centralize departments for each college
- Centralize finance
- Rent facilities*
- Non-degree/non-credit programs

*Multiple Feedback

Act with vision and purpose to create a unified, equity-centered district—streamlining programs, aligning resources, and forging clear, student-first pathways that remove barriers, accelerate success, and set a new standard for community college excellence.

The Gardener's Secret

You can't grow stronger without letting go.

Three Truths About Pruning

Healthy Does Not Always Mean Essential

In a rose bush, even healthy stems are cut back if they crowd the main structure.

In organizations, some programs may still have merit, but if they dilute focus, they compete with higher-impact initiatives.

Pruning Prevents Decay

Dead or diseased branches, left alone, can infect the whole plant.

For us: outdated systems, redundant structures, and underperforming pathways can slowly drain energy from the whole institution.

Pruning Shapes the Future

Skilled gardeners envision the plant years ahead—every cut is made for the shape it will take, not the shape it has today.

Our choices must be guided by the future we're designing, not the comfort of the past.

Our Intentional Pruning & Focused Work at Peralta

Conducting course and program assessments to identify duplication

Creating a Weekend and Evening College to serve working learners

Consolidating distance education across colleges for better coordination

Centralize dual enrollment partnerships and coordination

Expanding concurrent enrollment for high school and 4-yr college students.

Unifying to build a stronger, more integrated network of colleges

Peralta Community College District's Transformation Plan 2025-2027

	Course & Program Assessment	Evening & Weekend College	Distance Education	Dual Enrollment	Concurrent Enrollment (High School & 4-Year)	Unification
Vision	Act with vision and purpose to create a unified, equity-centered district—streamlining programs, aligning resources, and forging clear, student-first pathways that remove barriers, accelerate success, and set a new standard for community college excellence.					
Focus Areas	Course & Program Assessment	Evening & Weekend College	Distance Education	Dual Enrollment	Concurrent Enrollment (High School & 4-Year)	Unification
Strategic Direction	We will ensure every program and course is strong, sustainable, and strategically placed to serve students best—reducing duplication without reducing opportunity.	We will create an Evening & Weekend College so students can access education beyond the traditional 9–5, meeting them where they are in their lives.	We will consolidate distance education into one coordinated system, so students experience consistent quality, clear expectations, degree pathways, and strong support no matter where they log in.	We will establish one central point of coordination for dual enrollment, streamlining partnerships with schools and ensuring students have equitable access to high-quality pathways into college.	We will expand opportunities for high school students to begin their college journey early, and we will support adults in completing the degrees they started.	We will unify our colleges to operate as a stronger district—maintaining distinct campus identities while eliminating fragmentation and competition for the same students.
Goal	Create recommendations for program alignment across the district and design a framework for launching an Evening & Weekend College that expands student access.		Using data-driven analysis, develop a districtwide strategy and recommendations for coordinating distance education offerings. Identify 2–3 fully online associate degree pathways to launch by Fall 2027 (or sooner, if feasible).	Create a districtwide strategy to streamline enrollment and scheduling, expand course access, strengthen outreach to students and parents.		Develop an actionable plan for transforming into a three-college district, including programmatic, operational, accreditation, and communication components, to ensure a smooth and equitable transition.
Work Group	Student Success & Enrollment Management Committee		Taskforce	Taskforce		Taskforce
Scope of Work	• Analyze current programs and courses to identify duplication, need, gaps, and areas for greater sustainability. • Recommend strategies for strengthening and strategically placing programs to best serve students while preserving opportunity. • Develop a phased plan for implementing an Evening & Weekend College, including scheduling models, student support services, and instructional modalities. • Assess student demand and workforce needs to guide program selection. • Identify operational, staffing, and resource requirements for sustainability.		• Conduct a comprehensive analysis of distance education offerings and high-demand modalities. • Review student success data and declared majors to inform degree selection. • Recommend majors most suitable for fully online degree implementation. • Develop an equity-centered rubric for scheduling online instruction.	• Build on the 2025 Dual Enrollment & Concurrent Enrollment Report as the foundation for planning. • Streamline dual enrollment scheduling and enrollment processes for efficiency and clarity. • Recommend dual and concurrent enrollment course offerings, ensuring appropriate scheduling to meet student demand (high school and 4-year college). • Develop coordinated marketing and outreach strategies targeting students and parents.		• Map the practical steps required for transforming into a three-college district. • Utilize program & course assessment to provide recommendations for academic programs, student services, and administrative functions. • Establish timelines addressing accreditation processes, state-mandated changes, and other compliance requirements. • Develop a comprehensive communication plan to engage students, employees, and the community

Course & Program Assessment & Evening and Weekend College

Strategic Direction: We will ensure every program and course is strong, sustainable, and strategically placed to serve students best—reducing duplication without reducing opportunity.

Strategic Direction: We will create an Evening & Weekend College so students can access education beyond the traditional 9–5, meeting them where they are in their lives.

Goal: Create recommendations for program alignment across the district and design a framework for launching an Evening & Weekend College that expands student access.

Scope of Work:

- Analyze current programs and courses to identify duplication, need, gaps, and areas for greater sustainability.
- Recommend strategies for strengthening and strategically placing programs to best serve students while preserving opportunity.
- Develop a phased plan for implementing an Evening & Weekend College, including scheduling models, student support services, and instructional modalities.
- Assess student demand and workforce needs to guide program selection.
- Identify operational, staffing, and resource requirements for sustainability.

Taskforce: Student Success & Enrollment Management Committee (SSEMC)

Distance Education

Strategic Direction: We will consolidate distance education into one coordinated system, so students experience consistent quality, clear expectations, degree pathways, and strong support no matter where they log in.

Goal: Using data-driven analysis, develop a districtwide strategy and recommendations for coordinating distance education offerings. Identify 2–3 fully online associate degree pathways to launch by Fall 2027 (or sooner, if feasible).

Scope of Work:
- Conduct a comprehensive analysis of distance education offerings and high-demand modalities.
- Review student success data and declared majors to inform degree selection.
- Recommend majors most suitable for fully online degree implementation.
- Develop an equity-centered rubric for scheduling online instruction.

Taskforce:
- Two Districtwide Distance Education Committee Members (DAS appoints)
- Two Council on Instruction, Planning, and Development (CIPD) Members (DAS appoints)
- Two Counseling Faculty (DAS appoints)
- One Curriculum Specialist (PCS appoints)
- Two Student Leaders (Chancellor appoints)
- Admin: Vice President of Instruction & Dean (Chancellor appoints)

Dual Enrollment & Concurrent Enrollment (HS & 4-Year)

Strategic Direction: We will expand opportunities for high school students to begin their college journey early, and we will support adults in completing the degrees they started.

Strategic Direction: We will establish one central point of coordination for dual enrollment, streamlining partnerships with schools and ensuring students have equitable access to high-quality pathways into college.

Goal: Create a districtwide strategy to streamline enrollment and scheduling, expand course access, strengthen outreach to students and parents.

Scope of Work:

- Build on the 2025 Dual Enrollment & Concurrent Enrollment Report as the foundation for planning.
- Streamline dual enrollment scheduling and enrollment processes for efficiency and clarity.
- Recommend dual and concurrent enrollment course offerings, ensuring appropriate scheduling to meet student demand (high school and 4-year college).
- Develop coordinated marketing and outreach strategies targeting students and parents.

Taskforce:

- Three Faculty: Counseling, CTE, General (DAS appoints)
- Three Classified: A&R, General (PCS appoints)
- Two Student Leaders (Chancellor appoints)
- Three Admin: Instructional Dean, Dean of Enrollment Services, VC of Educational Services (Chancellor appoints)

Unification Taskforce

Strategic Direction: We will unify our colleges to operate as a stronger district—maintaining distinct campus identities while eliminating fragmentation and competition for the same students.

Goal: Develop an actionable plan for transforming into a three-college district, including programmatic, operational, accreditation, and communication components, to ensure a smooth and equitable transition.

Scope of Work:

- Map the practical steps required for transforming into a three-college district.
- Utilize program and course assessment to provide recommendations for academic programs, student services, and administrative functions.
- Establish timelines that address accreditation processes, state-mandated changes, and other compliance requirements.
- Develop a comprehensive communication plan to engage students, employees, and the community throughout the transition.
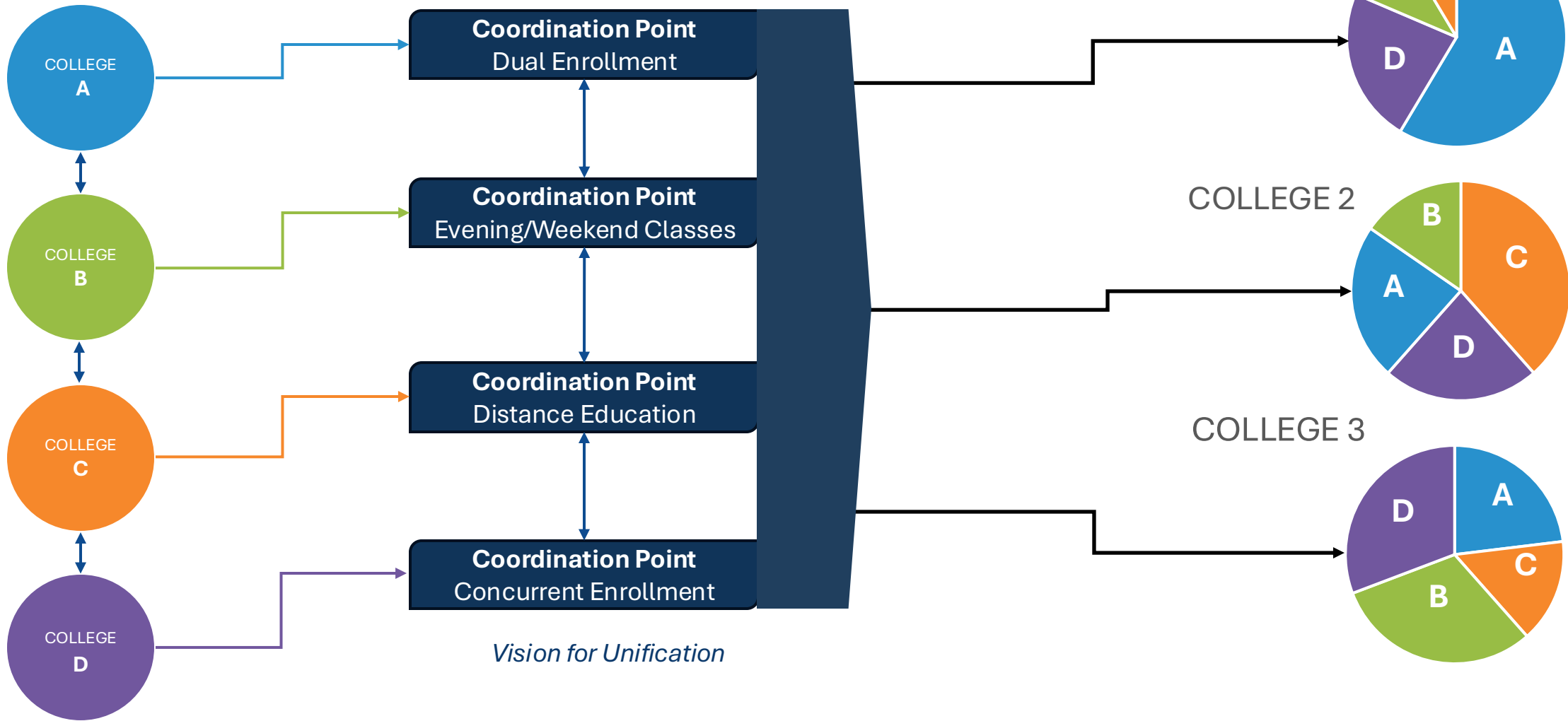
Taskforce:

- Four Faculty: DAS appoint (2) PFT (2)
- Four Classified: PCS appoint (2) SEIU (2)
- Three Students: Chancellor appoints
- Three Admin: Chancellor appoints
- Two College Presidents: Chancellor appoints
- Chancellor

Draft Timeline

- **Phase 1: Learn & Align (0–6 months)**

  Goal: Understand what's working and what's not, hear from students, faculty, and staff, and identify where programs may overlap so we can focus resources where they matter most for student success.

- **Phase 2: Design & Test (6–12 months)**

  Goal: Create and pilot new ways of offering courses and services that make it easier for students to access what they need, even if that means some programs or classes will be combined or offered differently.

- **Phase 3: Put into Action (12–24 months)**

  Goal: Launch the new structure districtwide, ensure students have strong support during the transition, and keep listening and adapting so changes lead to long-term student success.

Month	Appreciative Engagement	Activities
JUL		
AUG	DEFINE	Orientation/Onboarding
		Districtwide Summit: identify collective goals
SEP		Committees develop action plans for inquiry
OCT	DISCOVER	Committee identify information needed and begin answering inquiry questions
NOV		
DEC	DREAM	Committees incorporate discoveries into possibilities
JAN		
FEB	DESIGN	Districtwide Summit: Share discoveries and dreams across committees
MAR		Committees develop ideas and solicit feedback
APR	DECIDE/ DELIVER	Committees develop formal recommendation with background, considerations, and timeline
MAY	DEFINE	Committee appointments for next academic year. Collect feedback and recommendations on areas of focus for next academic year.
JUN		

Questions & Answers