

**Spring
2018**

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Newsletter

Chabot-Las Positas

Association of Retired Employees

CARE President's Message

Happy Spring to you all!

And welcome to the 59 new retirees from Chabot College, Las Positas College, and the District! Your "class" brings the enrollment in CARE to more than 570 members! And as a group you have contributed almost 1,400 years of service to the district and to the education of Bay Area students. Congratulations! You will find this next chapter of your lives interesting and full of different kinds of decisions—you know, the kinds that a less-encumbered schedule invites.



We remind you that you are automatically granted free lifetime membership in CARE—and if you choose to become a dues-paying member as well, you will see how to do that at the end of this newsletter. You may also contribute to our special projects grants fund, which we hope you already know about.

While I am thrilled for all of you, I am also mindful that your departure, especially en masse, will create some challenges for your former colleagues and for your institutions. These are interesting times and, in many cases, challenging ones for educators. I hope that those of you retiring now remember to pass on any words of wisdom and strategies to your colleagues who will be working in your stead.

Bill Threlfall, Tom Gerrits, and I plan on seeing you at the two college gatherings honoring you and recognizing this important passage.

Irene

What are you doing now?

Our occasional "Retiree News" bits have proved popular, and many have expressed an interest in finding out what their fellow CARE members are doing with their lives. If you would like to give us an update, we would love to hear from you! We will publish the information in future newsletters as space is available. Please include a picture if possible.

Please send your news to the newsletter editor by [email](mailto:).

Web Links in this Newsletter

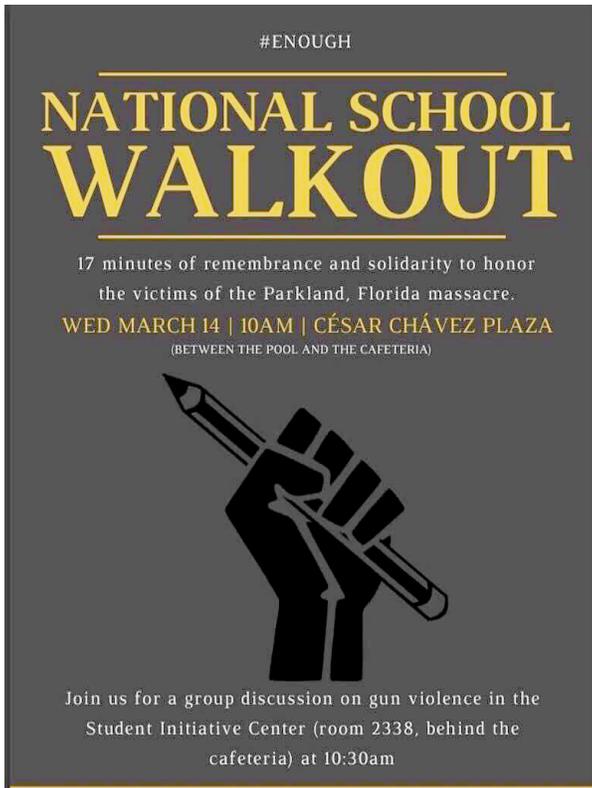
Several of our articles include web links shown in green. To gain easy access to the linked documents, just visit care-news.org, where this newsletter is online. Open the online newsletter and click any link shown in green. You'll get immediate access to its target.



COLLEGE NEWS



On Wednesday, March 14th, 2018, students at both of our colleges joined others across the nation to walk out of classes for a 17-minute protest against gun violence in schools. At Chabot, the walk-out was followed by an organized discussion of the gun violence issue, as shown in the poster below left. At Las Positas, ASLPC President Tatiana Hernandez spoke to a crowd of nearly 100, shown below right. At both campuses, student governments took a leadership role, and faculty advisors provided support.



Tatiana Hernandez addresses crowd at LPC

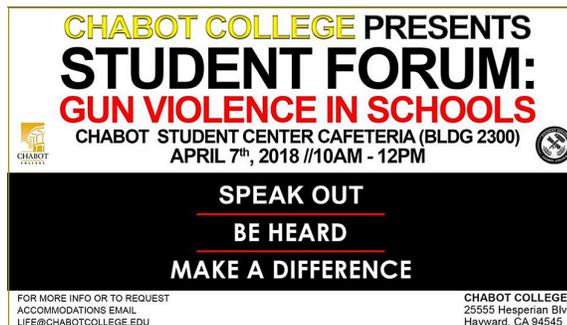


Las Positas student mourns the Florida victims

Then on Saturday, April 7th, 2018, the Chabot College Student Senate hosted the event shown in the poster at right.

KQED covered the forum and interviewed Student Senate member Lorenzo Cabellero, who emphasized the importance of students looking out for each others' mental health:

"We need more of a human connection. A lot of that is lost through a powerful tool of the internet and social media. It kind of smears that human connection that we definitely need."



Bond Focus. This newsletter highlights the Chabot-Las Positas Bond Program, and its accomplishments, plans, and importance to our colleges' futures. Here, we show some samples now in progress or soon to get underway. Learn more about the bond program in the feature on pages 4 and 5.

Rendering of new LPC academic building is at right.
Actual construction is shown at far-right.



The 41,000 square foot academic building will include 12 classrooms, 6 computer labs, an anthropology lab and a large lecture hall.

It is located at the front of the campus, replacing buildings 100, 200, and 300.

Construction is scheduled to be complete in May 2018 with occupancy in August 2018.

**Rendering of Chabot College Biology Building
Construction starts in winter 2018.**



Rendering of Biology Building interior



Phase I of the new Biology Building is funded under bond Measure B and will begin in winter 2018. Later, under Measure A, Phase II construction will complete the building. The finished 19,600 square foot building will include five biology laboratories, a greenhouse, cadaver room, and related support spaces. It will be located adjacent to the existing Biology Building 2100.

Chabot-Las Positas Bond Program

What is the Chabot-Las Positas CCD Bond Program?

The program is comprised of Measures A and B, passed by the voters of the district:

- **Measure B**, a \$498 million bond, was approved by 59% of the voters in 2004. It funded 44 targeted improvement projects at Chabot College, 33 projects at Las Positas College, and 10 District-wide projects, largely focused on information technology systems including new IBM Enterprise Servers. Measure B has nearly completed its projects and is now wrapping up.
- **Measure A**, a new \$950 million bond went before the voters in 2016 and received 65% approval. Bond projects will be built out over 20 or so years, and the initial priorities have been defined in “Bond Measure A Priority Projects” available on [this page](#) of the District's web site. Series A, including \$160 million of the Measure A bonds, was sold in October 2017. The remainder will be sold in subsequent series over time and will be maturing through 2047.

How do these bonds compare with those of other CCDs?

Measure B was not exceptional, but Measure A stood out for its size. It was passed in 2016, which was a big year for California community college bond issues. The Chabot-Las Positas bond was one of the largest of that year, as can be seen from this sample of other community college bond measures approved in 2016:

- Antelope Valley CCD - \$350,000,000
- Butte-Glenn CCD - \$190,000,000
- **Chabot-Las Positas CCD - \$950,000,000**
- Desert CCD - \$577,860,000
- Glendale CCD - \$325,000,000
- Hartnell CCD - \$167,000,000
- Kern CCD - \$502,821,000
- Los Angeles CCD - \$3,300,000,000
- MiraCosta CCD - \$455,000,000
- San Jose-Evergreen CCD - \$748,000,000
- Santa Monica CCD - \$345,000,000
- Southwestern CCD - \$400,000,000
- State Center CCD - \$485,000,000

Source: California Community Colleges Chancellor's Office

Why should retirees be interested in the Bonds?

First, the bond program has the potential to transform the facilities and infrastructure of the colleges where we served and thus enhance quality education and our sense of pride.

Second, it may affect the District's fiscal position, which is of great interest to retirees who depend on District-provided medical retirement benefits. When fully sold, Measures B and A taken together represent nearly \$1.5 billion in general obli-

gations for the District. Of course, by approving the bond measures, the District's voters have agreed to retire these obligations through 30 or more years of ad-valorem taxation.

For context, this potential \$1.5 billion obligation may be compared to the District's "Other Post Employment Benefits" obligation (mainly retirement medical), estimated in April 2016 to be \$138.1 million, which must be paid from the general fund.

What does Moody's say about the credit rating for the District's bonds?

In 2016, Moody's Investors Service upgraded Chabot-Las Positas Community College District's outstanding Measure B general obligation bonds to Aa2 from Aa3. The rating action affects \$536.5 million of Moody's rated debt. Aa2 is a common rating among California community colleges – a sign that despite the district's debt, it is in the mainstream.

In its rationale for the 2016 Aa2 rating, Moody's cited "the district's large and expanding tax base in the San Francisco Bay Area; above average socioeconomic profile of district residents; recently strengthened financial position with healthy reserves and liquidity; moderate debt and pension burdens; and strong management." The full Moody's report is at care-news.org/moodys.pdf. Retirees may be particularly interested in the section on page 4 titled: **“Debt and Pensions: Slightly Elevated Debt Burden; Manageable Pensions and Elevated OPEB Liability”**

What can bond proceeds pay for?

Bond proceeds are restricted to capital purchases defined in the bond measure language. Bonds can't be used to pay for salaries, maintenance, supplies, or other operational costs. This limitation means that sometimes bonds pay for facilities that later receive insufficient maintenance. To address this problem, the Board has adopted a “Total Cost of Ownership Plan” to ensure continued care for the capital investments. The limitation also sometimes results in a stark contrast between spending on costly bond projects and simultaneous cuts to regular operational budgets.

Interview with Doug Horner, Vice Chancellor Facilities/Bond Programs and Operations

Following are excerpts from an April 4, 2018 interview with Doug, who generously agreed to update retirees.



(Continued on page 5)

(Continued from page 4)

CARE: First, thank you for taking time to share your unique perspective on the District's Bond Program. It would be great if you would put Measure B and Measure A in perspective. Where do they fit into the district's overall capital development scheme?

DOUG: Sure. Measure B was passed back in May of 2004. All construction up till then had come from State funding, and the Measure B projects were the first from local dollars. It passed for \$498 million and eventually grew to \$603 million with interest. A lot of money getting a little bit of interest for a long time adds up! At the height of the recession, we were building at low costs of 70 cents on the dollar. So we made about \$105 million by investing some of the bond proceeds. The status: as of two months ago, the Board approved a contract for building a new Biology Building Phase One at Chabot, and with that award, Measure B is now 99% spent or under contract. Building 1000 at LPC will be substantially complete late May 2018, and with these two final projects, Measure B will be wrapped up.

The goal of the bond program is to support the District's master plan, and at the outset we knew that our first bond would only give a start. So in 2016, Measure A was planned at \$950 million to provide sufficient funds to complete the 2012 master plan.

CARE: Measure A is a large bond. What can you tell us about how its projects are being selected?

DOUG: We solicited input from the colleges about priorities among projects in the 2012 Master Plan. At Chabot, the priorities became the new library and completing the Biology Building that was begun under Measure B. At LPC, what floated to the top was a new building in place of the existing Building 800. But because the technical programs in that building needed a new home before the building was demolished, the priority now is a new three-story building that will wrap around the Library to house displaced programs and a second new building to house auto tech, welding, computer lab, viticulture, and horticulture.

CARE: Once fully sold, the bonds from both measures taken together represent a general obligation of nearly \$1.5 billion. How should retirees view this obligation?

DOUG: They should think of it as an investment in facilities for the future and for students. Our estimate is that Measure A should cost taxpayers \$24.50/\$100,000 of assessed value over a payment term of 30 or more years. So the way to think about it is as a really long-term mortgage.

CARE: As you work with the colleges on setting priorities, have you encountered any misunderstandings about the purposes for which bond funds may be spent?

DOUG: Always, yes. You get misunderstandings like "Why did my lab tech just get laid off when you're building all these new buildings?" The answer is very simple. The laws governing general obligation bonds say no dollars shall go to employee salaries, basically.

CARE: You've been with the Chabot-Las Positas District since 2007. What are some of the biggest challenges you faced?

DOUG: One of the big challenges is building on a student-occupied campus. I've been an Architect working on educational projects since 1988, and building a new high school project on a large, empty field is very different from renovating a building in the middle of a campus that has to remain operational. One of the biggest challenges is maintaining safety, assuring separation between workers and students, getting materials in and out.

CARE: Looking back, is there a highlight in your work here that stands out, where you feel particularly proud?

DOUG: Over the life of a bond issue, there is kind of a bell curve of activity, with a central peak, and during Measure B, there was a time when we were spending \$10 million per month. We did \$120 million of business two years in a row, and that was bigger than the District's budget. It was an intense time!

CARE: You've played a number of professional roles in your career. How would you say working for a college district compares with your other work-life experiences?

DOUG: It is really the culmination. Starting out as a consulting licensed architect, you start on the drafting board, and since I started working on schools at a fairly young age, I was working on details and small pieces. What I have enjoyed about this job is that the scale of the canvas is so much bigger, you're dealing with two large campus plans and viewing the whole scheme. We have, between the two campuses, 250 acres.

CARE: Is there anything that we haven't talked about that retirees should know about the Bond Program?

DOUG: Well, I wish retirees would get out to see the campuses if they haven't done so for a long time. Come take a look!

Flood of Retirements!

It has been a huge year for retirements at the Chabot-Las Positas Community College District, with 59 new retirees., swelling CARE's membership to 574. Taken all together, these new retirees have given nearly 1,400 years of service to the college district, and their shoes will be hard to fill! We tip our hat to the entire class of 2017-2018 and offer special recognition to the longest serving among them at each organization:

- Chabot College - Laurie Dockter, 42 years
- Las Positas College - Virginia Ripplinger, 36 years
- District Services -: Donald Saugar, 38 years

This flood of retirements was stimulated by the District's Supplemental Employee Retirement Plan (SERP), which offered attractive incentives for retirement in either December 2017 or June-July 2018. The cost of the SERP incentive bonuses will be paid from the savings realized from retirees at the top of the salary schedule. Planned for a minimum of 49 participants, the SERP actually attracted 59 participants and will therefore yield larger savings than originally envisioned. In February, 2018, Lorenzo Legaspi, the District's Vice-Chancellor of Business services, estimated these savings at \$6.9 million over five years. The District previously offered SERPs in 2009 and 2011.

New Retirees

Benito Aquino, District Services, June 2018	Steven Navarro, Las Positas College, July 2018
Carolyn Arnold, Chabot College, June 2018	Janice Novak, Chabot College, June 2018
Dolores Balangitao, Chabot College, June 2018	Barbara Ogman, Chabot College, June 2018
Michael Booker, Chabot College, July 2018	Adolph Oliver, Chabot College, December 2017
Agnello Braganza, Chabot College, July 2018	Steve Patchin, District Services, December 2017
Janet Brehe-Johnson, Las Positas College, July 2018	Theresa Patchin, Chabot College, July 2018
Robert Brusstar, District Services, December 2017	Shirley Pejman, Chabot College, July 2018
Debra Caldwell, Chabot College, June 2018	Keith Perry, District Services, June 2018
Audrey Ching, District Services, July 2018	Wayne Phillips, Chabot College, July 2018
Marcia Corcoran, Chabot College, December 2017	Catherine Powell, Chabot College, June 2018
Gary Daubemire, Las Positas College, December 2017	Dan Raveica, Chabot College, July 2018
Laurie Dockter, Chabot College, July 2018	Virginia Ripplinger, Las Positas College, July 2018
Deborah Earney, Las Positas College, June 2018	Baudelia Sanchez, District Services, July 2018
Arthur Gallardo, Chabot College, June 2018	Donald Saugar, District Services, July 2018
James Gioia, Las Positas College, July 2018	Paula Schoenecker, Las Positas College, July 2018
Christine Gillis, Chabot College, July 2018	Michelle Sherry, Chabot College, June 2018
Annie Harris, District Services, July 2018	Stephen Small, Chabot College, June 2018
Teresa Henson, Las Positas College, December 2017	Mark Smythe, District Services, December 2017
Constance Hildebrand, Las Positas College, July 2018	Pushpa Swamy, District Services, July 2018
John Horner, District Services, July 2018	Barry Tarbet, Chabot College, July 2018
Ronald Johansen, Las Positas College, July 2018	Mark Tarte, Las Positas College, July 2018
Ernest Jones, Las Positas College, July 2018	Maguerite Thomas, Chabot College, July 2018
Earnest Knox, Chabot College, July 2018	Judith Vettters, Chabot College, December 2017
Epifanio Legaspi, District Services, December 2017	Anita Wah, Chabot College, July 2018
Lorenzo Legaspi, District Services, July 2018	Gordon Watt, Chabot College, June 2018
Charlotte Lofft, Chabot College, June 2018	Lisa Weaver, Las Positas College, July 2018
H. Ashley Long, Chabot College, July 2018	Sylvia Wodyka, Las Positas College, July 2018
Victor Mahabali, District Services, December 2017	Royce Wood, District Services, June 2018
James Matthews, Chabot College, June 2018	Barbara Worthington, Chabot College, June 2018
Jeannine Methe, District Services, July 2018	

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We have lost these valued CARE members recently.

Our thoughts and prayers go out to their families.

David Arovola

Elsie Kent

Esther Goldberg

Abel Marks

CARE publishes life tributes and profiles in the History Project of its web site. Family or colleagues who wish to submit a tribute for publication may send it to the newsletter editor via [email](#).

Change of Address

Please send your change of address to CARE Treasurer, Sharon Trethan by [email](#).
or mail to 5122 Blackhawk Drive, Danville, CA 94506.

Send change of email to CARE Communications Director, Bill Threlfall by [email](#).

*Detach and return***C.A.R.E. Dues 2018**

Your dues are used in direct support of our newsletter and web site.
No stipends are paid to board members, who volunteer their time and service.
Thank you for your support if you have already paid your 2018 dues!

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(E-mail address required)

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\$10 per year or \$100 lifetime membership (Thank you!)

Please cut and mail this form and your check payable to **CARE** to:

CARE c/o Sharon Trethan
5122 Blackhawk Dr.
Danville, CA 94506

CARE Fund Special Projects Grants

Each year, our grant program awards a portion of our charitable CARE Fund earnings to stimulate special projects that help Chabot-Las Positas employees do a better job of serving students, staff, and the colleges. For 2017-2018, CARE awarded more than \$2,600 in grants to 8 great proposals from thoughtful applicants at Chabot, Las Positas, and the District.:

- Women's Studies Program Banner by Jane Wolford - \$244
- WRAC Improvement Banner by Shoshanna Tenn - \$283
- STEM Center Tutor T-shirts by Mary Love - \$325
- HSI Gateway Calculator Loaner Program by Jared Howard \$400
- Sandtastik Clean Dust-free Sand by Carol Edson - \$346
- Reading Books for ESL Students by Nancy Bilbao- \$300
- Models for Human Biology by Segal Boaz - \$366
- Career Hub Job Seeker Engagement by Sarah Holsclaw - \$360

The CARE Fund, which underwrites these grants, is supported by the generous donations of CARE members. Contributions are fully tax-deductible under federal and California law. The Foundation for Chabot-Las Positas Community College District, Inc. is a tax-exempt 501(c)(3) charitable organization. (EIN: 237074515) Please contribute to the CARE Fund:

CARE Fund Contribution: \$35; \$75; \$100; Other: _____ (Thank you!)

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www.care-news.org/support

Please make check payable to **Chabot-LPC Foundation**.

In the "For:" or "Memo" section in the lower left, write in **CARE FUND**.

Mail to: Sharon Trethan, CARE Fund Manager, 5122 Blackhawk Drive, Danville, CA 94506

Chabot College

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President's Office