

**RESOLUTION
OF THE GOVERNING BOARD
OF THE SANTA BARBARA COMMUNITY COLLEGE DISTRICT**

**RESOLUTION NO. 1
Resolution of Censure**

WHEREAS: the Santa Barbara Community College District Board of Trustees maintains Board Policies and Administrative Procedures governing the District, including the Board of Trustees itself, and the District is subject to accreditation by the Accrediting Commission for Community and Junior Colleges; and

WHEREAS: the Board of Trustees expects all students and employees to abide by Board Policies and Administrative Procedures and it must abide by its own policies and procedures; and

WHEREAS: These policies are in place to encourage the respectful and orderly communication of the diverse viewpoints of the seven elected trustees; and

WHEREAS: These Board of Trustees wishes to hear and allow representation of all viewpoints and trustees, including Trustee Gallardo's; and

WHEREAS: The Board of Trustees is responsible for the successful accreditation of the college and must operate itself in a manner that is consistent with accreditation standards; and

WHEREAS: Board Policy 2715 includes provisions to rectify trustee behavior that is not aligned with policy or accreditation standards. These policies solely focus on behavior and the "how" of communication of a Trustee's viewpoint, not at all on the content of that viewpoint; and

WHEREAS: Trustee Gallardo has repeatedly violated board policies, specifically Board Policy 2715, 2200, and ACCJC Standard IV C 2 from September 2021-July 2023; and

WHEREAS: Board Presidents Haslund, Parker, and Abboud have reminded Trustee Gallardo of Board Policy 2715 and pointed out her specific violations of Board Policy 2715 by email and attempted to meet with her to reach a resolution for nearly two and a half years; and

WHEREAS: Trustee Gallardo has violated Board Policy 2715 by refusing to meet with the Board President in 2022 and 2023 at several opportunities. Board President Haslund in December 2021 organized a meeting with Trustee Gallardo and Superintendent/President Murillo to resolve issues of disrespectful communication by Trustee Gallardo towards the Superintendent/President. Despite the meeting, the behavior continued. See Exhibit A for additional specific citations; and

WHEREAS: Trustee Gallardo arrived late to 14 meetings and was entirely absent from 19 board/committee meetings from July 2021-July 2023 amounting to 52% of 63 total meetings,

in violation of Board Policy 2715. Several of these meetings included key topics of the board's purview such as selection/interview/deliberation of the Superintendent/President, labor negotiations, and potential litigation. By being absent, Trustee Gallardo deprived the board discussion and decision of her viewpoint. See Exhibit B for additional specific citations; and

WHEREAS: Trustee Gallardo interfered with the operations of the college and attempted to micromanage the activities of the Superintendent/President on several occasions, in violation of Board Policy 2715. Trustee Gallardo attempted to direct the implementation of Resolution 1 COVID-19 Vaccine Requirement, made unilateral demands of the Superintendent/President to discipline or terminate union-represented college employees, and attempted to direct the content of the college's website. See Exhibit C for additional specific citations; and

WHEREAS: Trustee Gallardo has communicated to the Superintendent/President in a rude and disrespectful manner at several instances over email, in public meetings, and in closed sessions, in violation of Board Policy 2715. This led to an unpleasant workplace environment for the Superintendent/President See Exhibit D for additional specific citations; and

WHEREAS: Trustee Gallardo has failed to uphold the principle, in Board Policy 2715 and ACCJC Standard IV C 2, that once the Board of Trustees has taken action it moves forward as a whole. Trustee Gallardo repeatedly raised the issue of Resolution 1 COVID-19 Vaccine Mandate at several meetings from September 2021-December 2022 during agenda items not at all related to that topic. Trustee Gallardo failed to adhere to Board Policy 2340 to work with the Board President and Superintendent to place on the agenda an item that allows for the constructive communication of her differing viewpoint. See Exhibit E for additional specific citations; and

WHEREAS: Trustee Gallardo's behavior has disrupted the smooth operations of the Board of Trustees, deprived the Board of her differing viewpoint, and harmed its relationship with the Superintendent/President; and

WHEREAS: on June 26th Board President Abboud emailed Trustee Gallardo an outline of her violation of Board Policies and Administrative Procedures and ACCJC Standard , Trustee Gallardo replied simply stating her disagreement and no intent to meet; and

WHEREAS: on July 6th 2023 Board President Abboud brought to the Board of Trustees consideration of forming an ad-hoc committee to investigate the violations outlined to Trustee Gallardo; and

WHEREAS: The ad-hoc committee met 4 times to plan its work and review the information gathered. In total, committee members worked over 200 hours separately to examine the violations brought forward and organize recommendations to the Board of Trustees; and

WHEREAS: The committee interviewed Superintendent/President Murillo, former Superintendent/President Helen Benjamin, and former Board Presidents Parker and Haslund in

order to hear recollections of specific instances in which Trustee Gallardo violated policies and standards; and

WHEREAS: The committee reviewed email communications between Trustee Gallardo, Superintendent/President Murillo, and the Board President from 2021-2023 in order to cite specific instances of violations of policies and standards; and

WHEREAS: The ad-hoc committee reviewed each committee and board meeting recording, a total of 62 meetings, from July 2021 to July 2023 to cite specific instances of public violations of policies and standards; and

WHEREAS: The ad-hoc committee came to the conclusion that Trustee Gallardo's violations of policies and standards have been severe, exposed the college to an accreditation violation, and could have been prevented if Trustee Gallardo was willing to communicate her viewpoint in a manner consistent with policies and standards.

THEREFORE BE IT RESOLVED: The Board of Trustees finds that Trustee Veronica Gallardo has repeatedly violated Board Policies and Administrative Procedures and Accrediting Commission for Community and Junior Colleges Standards; and

THEREFORE BE IT FURTHER RESOLVED: The Exhibits attached and referenced in this resolution are incorporated as part of the resolution; and

THEREFORE BE IT FURTHER RESOLVED: The Board of Trustees censures Trustee Veronica Gallardo and disapproves of her behavior and repeated violation of Board Policies and Administrative Procedures and Accrediting Commission for Community and Junior Colleges Standard IV C 2, C 7, C 11, C 12 and all accreditation requirements; and

THEREFORE BE IT FURTHER RESOLVED:

1. Trustee Gallardo shall be ineligible for committee membership, board officer roles, and conference travel until such time as approved by the Board of Trustees at the end of twelve months. The board shall appoint an ad-hoc committee at that time to review the past year of behavior and make a recommendation to the Board of Trustees.
2. Trustee Gallardo shall make a public apology to Superintendent/President Kindred Murillo for her disrespectful behavior, and to the Board of Trustees for violation of Board Policies and Administrative Procedures and ACCJC Accreditation Standards.
3. Trustee Gallardo shall immediately and at all times going forward treat the Superintendent/President, College employees and fellow Board members with respect, speak with civility, and cease unilaterally directing the Superintendent/President with regard to operational matters.
4. Trustee Gallardo shall participate in four free remote webinars offered by the CCLC within the next twelve months on the following topics: Ethics and Board Roles & Responsibilities.

5. Trustee Gallardo shall immediately and at all times going forward attend each regularly scheduled meeting, respond to special meeting availability polls within 24 hours, and arrive on time to all board meetings. In the event of a special circumstance Trustee Gallardo shall contact the Board President in advance regarding any conflict affecting her ability to attend.

6. Trustee Gallardo shall immediately and at all times going forward communicate her valued viewpoint in a manner consistent with Board Policies and Administrative Procedures and ACCJC Accreditation Standards.

7. Trustee Gallardo shall include the Board President in all meetings she has with the Superintendent/President and in all emails she sends to the Superintendent/President.

PASSED AND ADOPTED by the Board of Trustees of the SANTA BARBARA COMMUNITY COLLEGE DISTRICT this 20th day of July, 2023 by the following vote:

Aye: 6

No: 1

Abstain: 0

Absent: 0



Jonathan Abboud, President
Santa Barbara Community College District Board of Trustees



Kindred Murillo, Ed.D., Interim Superintendent/President and
Secretary/Clerk to the Board of Trustees

Exhibit A
Statement of Authorities and Evidence

- I. Violation of BP 2715: Refusal to Meet with the Board President regarding alleged violations of Board policies and Accreditation Standards in an effort to reach a resolution violates BP 2715 and Accreditation Standards IV C. 7 and 11.

Authorities

Violations of Accreditation Standards threaten the accreditation of the entire college. Loss of accreditation effectively closes the college for all students because it results in the loss of financial aid for students at the college and renders all courses and degrees ineligible for credit at other institutions of higher learning.

Accreditation Standards: (June 2014, currently applicable)

“Introduction

The primary purpose of an ACCJC–accredited institution is to foster student learning and student achievement. . . .There are four Standards that work together to define and promote student success, academic quality, institutional integrity, and excellence. . . .

Standard IV: Leadership and Governance

. . .Governance roles are defined in policy and are designed to facilitate decisions that support student learning programs and services and improve institutional effectiveness, while acknowledging the designated responsibilities of the governing board and the chief executive officer. Through established governance structures, processes, and practices, the governing board, administrators, faculty, staff, and students work together for the good of the institution.

. . .
C. Governing Board . . .

7. The governing board acts in a manner consistent with its policies and bylaws. . . .

11. The governing board upholds a code of ethics and conflict of interest policy, and individual board members adhere to the code. The board has a clearly defined policy for dealing with behavior that violates its code and implements it when necessary.

Board Policy:

BP 2715 states “The Board of Trustees will promptly address any violation by a member or members of the Board of its Code of Ethics/Standards of Conduct and/or Board policies which are the responsibility of individual members, including, but not limited to, . . . BP 2715 titled Code of Ethics

Such violations will be addressed by the Board President, who will first discuss the violation(s) with the Board member in an effort to seek to reach a resolution. If resolution is not achieved and further action is deemed necessary by the Board President, the Board President may appoint an ad hoc committee composed of up to three Board members to examine the matter and recommend further courses of action to the Board.”

Evidence:

1. Correspondence from Jonathan Abboud, Board President to Veronica Gallardo dated June 30, 2023 re request to meet and discuss repeated violations of Board Policy and Accreditation Standards.
2. Response from Veronica Gallardo dated
3. Previous emails from Board President Jonathan Abboud to Trustee Gallardo.

4. Previous email from Kate Parker to Veronica Gallardo with request to meet regarding Gallardo's violations of BP 2715. In an interview by the Ad Hoc Committee former Trustee Parker stated that this request to meet was ignored by Trustee Gallardo, and additional requests to meet were ignored throughout her term as President.
5. Trustee Gallardo did meet with then Board President Peter Haslund and Dr. Murillo on December 1, 2021, near the end of his term as President, but no resolution was reached.

From: Jonathan Abboud jabboud@pipeline.sbccc.edu
Subject: Re: Notice of Board Study Session
Date: July 3, 2023 at 6:27 PM
To: Veronica Gallardo vggallardo@sbccc.edu
Cc: Paulmena Kelly kellyp@sbccc.edu, Kindred Murillo kmurillo4@pipeline.sbccc.edu, Craig Price price@g-tlaw.com

Veronica, last time you raised this exact issue on June 1st I immediately responded asking you to meet about this topic specifically and you did not respond to my email.

I'm not sure how I can resolve your specific issues without meeting with you to understand what you'd like to see different. I'm happy to change things, but I'd need to hear the details and have a back and forth conversation by phone or in person.

The board calendar is for the regularly scheduled meetings. The board is within its right to add more meetings as necessary. This one is necessary and was planned a month in advance, I directly asked you to fill out the doodle for it. It has been noticed in accordance with the brown act.

If you would like to meet about how you'd like to see the calendar and meetings organized, please respond to this email.

Jonathan A. Abboud
President, Board of Trustees
Santa Barbara Community College District

Bachelor of Arts, Political Science
Master of Technology Management
University of California Santa Barbara
Cell: (310) 734-9791

On Jul 3, 2023, at 6:13 PM, Veronica Gallardo <vggallardo@sbccc.edu> wrote:

Thank you, Paulmena!

Unfortunately, I will not be in town for this meeting.

Jonathan -

I previously communicated with you regarding issues around scheduling and planning of board meetings. Unfortunately, things are still unorganized. The Board calendar approved on December 15, 2022 has not been followed.

I will be out of town this week and will not be here.

Have a wonderful 4th of July 🇺🇸 Everyone ;)

Veronica

On Mon, Jul 3, 2023 at 9:49 AM Paulmena Kelly <kellyp@sbccc.edu> wrote:

Good morning SBCC,

The Board of Trustees will hold its next meeting:

Date: Thursday, July 6, 2023

Time: 4:00 p.m.

Location: A211, MacDougall Administration Building

This meeting will be held in-person. Virtual access to the meeting is available to the community via Zoom and YouTube. Members of the public may address the Board in-person, by phone or via Zoom. For further information regarding public comments, please see the Public Comment section of this agenda.

Agenda Link:

<http://go.boarddocs.com/ca/sbcc/Board.nsf/goto?open&id=CRHV537F029D>

Public Zoom Link:

<https://sbccc.zoom.us/j/91283393384?pwd=UW5FZDg3Z1RzT1Q3Z05xS2srNDhBQT09>

Passcode: 904543

Phone:

1 669 444 9171

Webinar ID: 912 8339 3384

Passcode: 904543

YouTube Link:

A

11

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Agenda Link:

<http://go.boarddocs.com/ca/sbcc/Board.nsf/goto?open&id=CRHV537F029D>

Public Zoom Link:

<https://sbcc.zoom.us/j/91283393384?pwd=UW5FZDg3Z1RzT1Q3Z05xS2srNDhBQT09>

Passcode: 904543

Phone:

1 669 444 9171

Webinar ID: 912 8339 3384

Passcode: 904543

YouTube Link:

From: Kate Parker kparker1@pipeline.sbccc.edu
Subject: Re: COVID Vaccine Requirement Exemptions - Santa Barbara City College
Date: September 10, 2022 at 9:01 PM
To: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Cc: Kindred Murillo kmurillo4@pipeline.sbccc.edu, Jonathan Abboud jabboud@pipeline.sbccc.edu



Hi, Veronica,

Wow, this chain is upsetting. You're crossing the line by making demands of Kindred as an individual board member, by stepping into administrative responsibilities, and by repeatedly emailing her on the same issue when you've already received a response. I know you would never intentionally be unkind and disrespectful to anyone, so I'm surprised and saddened at how you're interacting with the Superintendent/President.

Since I've seen this unfortunate conduct multiple times over the past year, I'll remind you now of the Board's Code of Ethics/Standards of Conduct (BP 2715) and the procedures that are in place for getting back on track. Your interactions with Kindred violate the policy, beginning with "The Board expects its members to work collegially with each other and the Superintendent/President" and continuing through points outlining that authority rests with the Board as a *whole* in its legally constituted meetings, the distinction between Board and staff roles, and the expectation that we will maintain respectful communication. Under BP 2715, violations are first to be addressed by the board president. To that end, let's you and I talk this through. When can you meet online or in person?

Kate

On Wed, Sep 7, 2022 at 1:11 PM Veronica Gallardo <vggallardo@pipeline.sbccc.edu> wrote:
Hi Kindred,

Why don't we meet in person? If others want to join, the better!

Thank you,

Veronica

On Sep 7, 2022, at 10:57 AM, Kindred Murillo <kmurillo4@pipeline.sbccc.edu> wrote:

Trustee Gallardo,

I really don't think that is necessary, the fact is Resolution 1 is still in effect, while I might be quoted saying something in a meeting, it doesn't change that fact, and what we are doing as a district. If I misled you with my answer I apologize.

I'm circling Kate and Jonathan on my response, because I keep feeling you are looking for gotchas, and it is bothersome to me.

Thank you,

Kindred

On Tue, Sep 6, 2022 at 1:50 PM Veronica Gallardo <vggallardo@pipeline.sbccc.edu> wrote:
Hi Kindred,

Do you want to call me and we can look at the board video together?

Thank you,

Veronica

kmurillo4@pipeline.sbccc.edu

Good Afternoon Veronica,

Thank you for your comment, and I am not sure that was all I said. We are not checking in people, actively checking people, and Resolution 1 is still in effect. We continue to try to move the college to the CDC guidelines. I also said in the policy committee meeting that I am leaving Resolution 1 in place until December when I hope by then we have adopted a resolution noting we are following CDC guidelines. Trying to get a policy and procedure in place is not working.

The website notes what is in Resolution 1 except I have authorized with my powers not to require N95 and

ACD 39

From: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Subject: Re: COVID Vaccine Requirement Exemptions - Santa Barbara City College
Date: September 11, 2022 at 8:38 AM
To: Kate Parker klparker1@pipeline.sbccc.edu
Cc: Kindred Murillo kmurillo4@pipeline.sbccc.edu, Peter Haslund pohaslund@pipeline.sbccc.edu



Good Morning Kate,

I disagree with your assessment. It is not accurate and there is no violation.

This board has been attempting to bring up BP 2715. It's a biased attempt because my policy recommendations don't fall in line with the boards narrative.

Kindred, you have a role in this as well, as I am one of your seven elected board member. Peter helped facilitate that conversation. I am still extending an invitation to follow up and meet in person with you. Let's start by reviewing and further discussing cultural norms in communication since you focus on "anti-racism".

Let's meet in person.

I look forward to our conversation with you both,

Veronica

On Sep 10, 2022, at 9:01 PM, Kate Parker <klparker1@pipeline.sbccc.edu> wrote:

Hi, Veronica,

Wow, this chain is upsetting. You're crossing the line by making demands of Kindred as an individual board member, by stepping into administrative responsibilities, and by repeatedly emailing her on the same issue when you've already received a response. I know you would never intentionally be unkind and disrespectful to anyone, so I'm surprised and saddened at how you're interacting with the Superintendent/President.

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Thank you,

Kindred

ACD 40

From: Kate Parker klparker1@pipeline.sbccc.edu
Subject: Re: COVID Vaccine Requirement Exemptions - Santa Barbara City College
Date: September 13, 2022 at 10:07 AM
To: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Cc: Kindred Murillo kmurillo4@pipeline.sbccc.edu, Peter Haslund pohaslund@pipeline.sbccc.edu



Hi, Veronica.

I'll check in with Peter today and send you some possible meeting times.

Kate

On Sun, Sep 11, 2022 at 8:38 AM Veronica Gallardo vggallardo@pipeline.sbccc.edu wrote:
Good Morning Kate,

I disagree with your assessment. It is not accurate and there is no violation.

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Kindred, you have a role in this as well, as I am one of your seven elected board members. Peter helped facilitate that conversation. I am still extending an invitation to follow up and meet in person with you. Let's start by reviewing and further discussing cultural norms in communication since you focus on "anti-racism".

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Since I've seen this unfortunate conduct multiple times over the past year, I'll remind you now of the Board's Code of Ethics/Standards of Conduct (BP 2715) and the procedures that are in place for getting back on track. Your interactions with Kindred violate the policy, beginning with "The Board expects its members to work collegially with each other and the Superintendent/President" and continuing through points outlining that authority rests with the Board as a whole in its legally constituted meetings, the distinction between Board and staff roles, and the expectation that we will maintain respectful communication. Under BP 2715, violations are first to be addressed by the board president. To that end, let's you and I talk this through. When can you meet online or in person?

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ALD 41

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Subject: Re: COVID Vaccine Requirement Exemptions - Santa Barbara City College
Date: September 13, 2022 at 11:00 AM
To: Kate Parker klparker1@pipeline.sbccc.edu
Cc: Kindred Murillo kmurillo4@pipeline.sbccc.edu, Peter Haslund pohaslund@pipeline.sbccc.edu

Good Morning Kate,

Let me clarify, I'm extending an invitation to follow up with Kindred after our last conversation we had with Peter.

I'm happy to also have a conversation with you, Kate and Kindred, (and Peter if he'd like to join) so that Kindred and I can give you the background to the conversation we had that evening, that preceding this email conversation, you have reference in your email claiming there was a violation of BP2715.

You are missing a lot of context Kate. You will see, there is no violation here. And, that you don't have all the information. Hence your assessment is not accurate.

Talk to you guys soon,

Veronica :)

On Sep 13, 2022, at 10:07 AM, Kate Parker <klparker1@pipeline.sbccc.edu> wrote:

Hi, Veronica.

I'll check in with Peter today and send you some possible meeting times.

Kate

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klparker1@pipeline.sbccc.edu

ACD 42

Exhibit B
Statement of Authorities and Evidence

II. **Violation of BP 2715 and Accreditation Standard IV C. 7:** Being absent from many Board meetings or parts of meetings, including meetings regarding essential responsibilities of the Board such as interviewing and selecting the Interim Superintendent President and interviewing candidates for Superintendent President.

Authorities

Violations of Accreditation Standards threaten the accreditation of the entire college. Loss of accreditation effectively closes the college for all students because it results in the loss of financial aid for students at the college and renders all courses and degrees ineligible for credit at other institutions of higher learning.

Accreditation Standards: (June 2014, currently applicable)

“Introduction

The primary purpose of an ACCJC–accredited institution is to foster student learning and student achievement. . . .There are four Standards that work together to define and promote student success, academic quality, institutional integrity, and excellence. . . .

Standard IV: Leadership and Governance

. . .Governance roles are defined in policy and are designed to facilitate decisions that support student learning programs and services and improve institutional effectiveness, while acknowledging the designated responsibilities of the governing board and the chief executive officer. Through established governance structures, processes, and practices, the governing board, administrators, faculty, staff, and students work together for the good of the institution.

. . .
C. Governing Board . . .

7. The governing board acts in a manner consistent with its policies and bylaws.

Board Policy:

BP 2431 states “Hiring a Superintendent/President for the College is one of the most important responsibilities of the Board of Trustees.

. . .
5. Final Interview

The Board of Trustees shall interview final candidates and make the final selection of the new President.”

BP 2432 states “ The Board shall appoint an acting Superintendent/President for periods exceeding 30 calendar days.

BP 2200 states “ the Board establishes an effective organizational structure for the District by selecting, . . . the Superintendent/President.

. . .
The Board fulfills its responsibilities in the following manner:

. . .
Providing District Leadership by

. . .
- selecting. . . the Superintendent/President

BP 2715 states “

Standards of Conduct

To maximize Board effectiveness and institutional and public confidence in District governance, individual Board members are expected to govern responsibly and hold themselves to the highest standards of ethical conduct. The Board expects its members to work collegially with each other and the Superintendent/President to ensure that decisions are made which are in the best interests of students and the District.

Each member of the Board of Trustees will:

...

Demonstrate effective leadership by

- personally complying with all of his/her duties and responsibilities under BP 2200 titled Board Duties and Responsibilities and conducting himself/herself in accordance with these standards of conduct.

...

- attending and participating in all meetings, insofar as possible, having prepared for discussion and decision by reviewing all agenda materials.

Evidence:

Between July 8, 2021 and July 6, 2023 Trustee Veronica Gallardo was absent from 19 Board Meetings and arrived late or left early from an additional 14 Board meetings or Board subcommittee meetings, totaling 33 (52%) of 62 meetings. The meetings that Trustee Gallardo missed included all of the closed session Board interview and discussion meetings leading to the selection of Interim Superintendent/President Kindred Murillo on August 5, 12, 18 and 20, 2021, and she also missed the initial closed session Board interviews of two candidates for Superintendent/ President on March 18, 2023 and was very late for deliberations on March 19, 2023. Dr. Murillo’s contract was initially for September 7, 2021 to September 6, 2022 and later extended for an additional year.

Selection of a Superintendent/President for the college is one of the most important responsibilities of the Board of Trustees. In addition, Trustee Gallardo’s frequent absences from Board meetings and corresponding failure to vote deprived the Board of her perspective on the issues before the Board and the opportunity to interact with the Board as it conducts the business of the college and discusses a wide variety of important matters including the annual budget.

Trustee Gallardo was absent all or part of at least the following Board or Sub-Committee meetings: July 8, 2021, July 12, 2021, July 14, 2021, August 5, 2021, August 12, 2021, August 18, 2021, August 20, 2021, August 26, 2021, September 9, 2021 (Special Meeting with missing vote on final budget), September 23, 2021, October 28, 2021, November 18, 2021 (Special Meeting) and November 18, 2021 (Regular Meeting), January 20, 2022, February 3, 2022, February 10, 2022, February 17, 2022, March 3, 2022, April 20, 2022, July 7, 2022, February, 2, 2023, February 16, 2023, March 2, 2023, March 9, 2023, March 18, 2023, March 19, 2023, March 23, 2023, March 30, 2023 (two meetings), May 15, 2023, June 8, 2023, June 15, 2023, and July 6, 2023.

During Board zoom meetings held during the pandemic that she did attend, Trustee Gallardo was frequently off video or even a substitute picture unless she was speaking further minimizing her participation with the Board and the public.

Board and SubCommittee agendas and videos for the dates listed above are incorporated herein by reference.



From: Veronica Gallardo vggallardo@sbcc.edu
Subject: Special Meeting Board Retreat
Date: March 9, 2023 at 11:59 AM
To: Cindy Miles cmiles1779@icloud.com, Jonathan Abboud jabboud@pipeline.sbcc.edu
Cc: Kindred Murillo kmurillo4@pipeline.sbcc.edu

Good Afternoon Everyone,

Thank you Cindy for your time and energy facilitating yesterday's afternoon retreat.

Marsha brought up the issue of the retreat not being recorded. Here are my thoughts:

- For the last 10 years, the board has always met to conduct the public's business in front of the public. The public does not have access to what was discussed at yesterday's Special Meeting, Board Retreat via audio or video recording as has been the case for the last 10 years. Kindred's notes do not replace our practice and what the community has come to expect from the board when we meet.
- Comments were made at yesterday's board retreat by one or more members of the board, about previous employees, who were not present at our meeting, and do not have an opportunity to hear what was said about them, because it was not recorded, and therefore will not be able to offer their point of view.
- With regard to item 3.1 public comment, Instructions for Addressing the Board, we did not have the board's executive assistant present for the public to follow what was noticed on the agenda. I realize we did not have public comment, however the directions were noticed and we should have been prepared to follow through if needed.
- Finally, item 2.2 Pledge of Allegiance, this item was skipped until I brought it up. We should follow our agenda even when the public isn't present to witness what the board is doing.

Because of what I described in the first two bullet points, I will recuse myself from attending the second half of today's retreat.

Veronica

Exhibit C
Statement of Authorities and Evidence

III. Violation of BP 2200 and 2715 and Accreditation Standards IV C. 7 and 12 : Acting outside the role of a Trustee by attempting to unilaterally micromanage and direct the Superintendent/ President on operational matters and acting separately from the Board which acts as whole.

Authorities

Violations of Accreditation Standards threaten the accreditation of the entire college. Loss of accreditation effectively closes the college for all students because it results in the loss of financial aid for students at the college and renders all courses and degrees ineligible for credit at other institutions of higher learning.

Accreditation Standards: (June 2014, currently applicable)

“Introduction

The primary purpose of an ACCJC–accredited institution is to foster student learning and student achievement. . . .There are four Standards that work together to define and promote student success, academic quality, institutional integrity, and excellence. . . .

Standard IV: Leadership and Governance

. . .Governance roles are defined in policy and are designed to facilitate decisions that support student learning programs and services and improve institutional effectiveness, while acknowledging the designated responsibilities of the governing board and the chief executive officer. Through established governance structures, processes, and practices, the governing board, administrators, faculty, staff, and students work together for the good of the institution.

. . .
C. Governing Board . . .

7. The governing board acts in a manner consistent with its policies and bylaws.

. . .
12. The governing board delegates full responsibility and authority to the CEO to implement and administer board policies without board interference.”

Board Policy:

BP 2200 states: . . . The Board recognizes and supports the role of the Superintendent/ President who is responsible for the effective implementation and administration of Board policy and the sound leadership and operation of the District.

. . .
The Board fulfills its responsibilities in the following manner:

Upholding its Values by

. . .
- adhering to standards of civil discussion at all times.

. . .
Providing District Leadership by

. . .
- delegating responsibility and authority to the Superintendent/President to lead the District consistent with Board policies and the mission and values of the District.’

BP 2715 states:

“Standards of Conduct

To maximize Board effectiveness and institutional and public confidence in District governance, individual Board members are expected to govern responsibly and hold themselves to the

highest standards of ethical conduct. The Board expects its members to work collegially with each other and the Superintendent/President to ensure that decisions are made which are in the best interests of students and the District.

Each member of the Board of Trustees will: . . .

Demonstrate effective leadership by

- personally complying with all of his/her duties and responsibilities under BP 2200 titled Board Duties and Responsibilities and conducting himself/herself in accordance with these standards of conduct. . . .
- recognizing that . . . Board or District decisions are not made by individual Board members or committees.

Promote a healthy professional relationship with the Superintendent/President, faculty and staff by:

- . . .
- understanding the distinction between Board and staff roles, and refraining from directing or performing management or educational functions that are the appropriate responsibility of the Superintendent/President, faculty or staff.

Evidence:

Trustee Gallardo unilaterally and repeatedly ordered Dr. Murillo to take specific actions, attempting to control operational matters beyond the scope of her role as trustee. (See attached emails.). She did not bring these matters before the Board as a whole or inquire of the Board President but simply attempted to direct the Superintendent/President by herself. When the Board President became aware of her inappropriate direction to Dr. Murillo, the Board President admonished her to cease, but this did not change her behavior, and as noted elsewhere, Trustee Gallardo declined to meet to resolve the issues.

The directions Trustee Gallardo attempted to give Dr. Murillo included a verbal direction to Dr. Murillo to “fire” or “take care of” four employees of the college for speaking at a meeting of the Board of the Carpinteria Unified School District regarding Trustee Gallardo’s employment as a principal within the Carpinteria District (unrelated to the SBCC District) and posting comments on social media before the meeting. In response Dr. Murillo consulted two attorneys from different law firms with specialized expertise in the laws applicable to community colleges who both advised her that the employees were exercising their rights to free speech, there was no evidence they were acting on college time or attempting to speak on behalf of the college and so there was no basis for any action at all on the part of the District. Dr. Murillo explained this to Trustee Gallardo in an email. Subsequently Trustee Gallardo complained to Dr. Cindy Miles and Dr. Benjamin, who were working as consultants to SBCC, that she had made this same complaint to Dr. Murillo and that Dr. Murillo had “done nothing” about her complaint. This was untrue.

Trustee Gallardo attempted to direct Dr. Murillo to include her preferred local organization for medical advice regarding unexpected pregnancy and sexual health needs on the college’s website list of providers. This is a decision that Dr. Murillo delegates to staff at the college’s wellness center and the supervisor of Student Services and it is not appropriate for a trustee, (or even the entire Board) to attempt to override such decisions.

Trustee Gallardo also attempted to unilaterally direct Dr. Murillo on the specific implementation of Resolution 1 adopted by a Board majority and governing vaccination and masking requirements during the pandemic.

The emails and related documents attached are incorporated herein.

Exhibit D
Statement of Authorities and Evidence

IV. Violation of BP 2200 2715 and Accreditation Standards IV C. 7 and 11. Trustee Gallardo's communications to and about the Superintendent/President have been disrespectful on several occasions over email, in public meetings, and in closed sessions.

Authorities

Violations of Accreditation Standards threaten the accreditation of the entire college. Loss of accreditation effectively closes the college for all students because it results in the loss of financial aid for students at the college and renders all courses and degrees ineligible for credit at other institutions of higher learning.

Accreditation Standards: (June 2014, currently applicable)

"Introduction

The primary purpose of an ACCJC-accredited institution is to foster student learning and student achievement. . . .There are four Standards that work together to define and promote student success, academic quality, institutional integrity, and excellence. . . .

Standard IV: Leadership and Governance

. . .Governance roles are defined in policy and are designed to facilitate decisions that support student learning programs and services and improve institutional effectiveness, while acknowledging the designated responsibilities of the governing board and the chief executive officer. Through established governance structures, processes, and practices, the governing board, administrators, faculty, staff, and students work together for the good of the institution. . . .

C. Governing Board . . .

7. The governing board acts in a manner consistent with its policies and bylaws. . . .

11. The governing board upholds a code of ethics and conflict of interest policy, and individual board members adhere to the code.

Board Policy:

BP 2200 states: . . . The Board recognizes and supports the role of the Superintendent/President who is responsible for the effective implementation and administration of Board policy and the sound leadership and operation of the District.

. . .

The Board fulfills its responsibilities in the following manner:

Upholding its Values by

. . .

- adhering to standards of civil discussion at all times.

BP 2715 states

"Standards of Conduct

To maximize Board effectiveness and institutional and public confidence in District governance, individual Board members are expected to govern responsibly and hold themselves to the highest standards of ethical conduct. The Board expects its members to work collegially with each other and the Superintendent/President to ensure that decisions are made which are in the best interests of students and the District.

Each member of the Board of Trustees will:

. . .

Demonstrate effective leadership by

- personally complying with all of his/her duties and responsibilities under BP 2200 titled Board Duties and Responsibilities and conducting himself/herself in accordance with these standards of conduct. . . .
- Acting with civility and dignity and understanding the implications of demeanor and behavior.

...
Promote a healthy professional relationship with the Superintendent/President, faculty and staff by:

...
-maintaining open and respectful communication

Evidence:

A seen in the attached emails which are incorporated by reference, a number of Trustee Gallardo's communications to Dr. Murillo have been disrespectful.

Based on the personal experience of the ad hoc committee members and our interview of Dr. Helen Benjamin, Trustee Gallardo's communications to and about Dr. Murillo have been disrespectful in closed sessions.

Trustee Gallardo was also disrespectful of Dr. Murillo in a public board meeting on April 20, 2023. (See Video of Board meeting on April 20, 2023 beginning at 1:34:00 and ending at 1:39:41 which is incorporated herein.)

From: Veronica Gallardo vggallardo@sbcc.edu
Subject: Fwd: Gallardo x Office of Communications x 3Fold
Date: February 21, 2023 at 6:07 PM
To: Kindred Murillo kmurillo4@pipeline.sbcc.edu



Hi Kindred,

What is this for? And why can't they come to SB?

Thanks!

Veronica :)

----- Forwarded message -----

From: Andy Galloway-Long <Andy@3foldcomm.com>
Date: Mon, Feb 13, 2023 at 10:43 AM
Subject: Re: Gallardo x Office of Communications x 3Fold
To: Veronica Gallardo <vggallardo@pipeline.sbcc.edu>
Cc: Amanda Jacobs <ajjacobs@pipeline.sbcc.edu>, Carolyn Hopkins-Vasquez <carolyn@3foldcomm.com>, Sara Crackerel <Sara@3foldcomm.com>

Hi Veronica,

Thanks for your willingness to participate! Our agency and staff are located in Sacramento, and while we look forward to being in Santa Barbara for upcoming touchpoints and presentations in our project soon, it's not feasible for us to conduct our interviews in this short window other than virtually. We apologize for the physical limitation, but know that we are learning so much from faculty, staff, students, community members and trustees, and are excited to speak with you at your convenience, if any of the windows below work best for you:

Tuesday 2/21

- 11:30 AM - 12 PM
- 12 - 12:30 PM
- 12:30 - 1 PM
- 1 - 1 :30 PM
- 1:30 - 2 PM
- 2 - 2:30 PM
- 2:30 - 3 PM
- 3 - 3:30 PM

Wednesday 2/22

- 10:30 - 11 AM
- 11 - 11:30 AM
- 11:30 AM - 12 PM
- 1 - 1 :30 PM
- 1:30 - 2 PM
- 2 - 2:30 PM
- 2:30 - 3 PM
- 3 - 3:30 PM
- 3:30 - 4 PM

From: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Subject: Re: Information for Trustee Gullap-Moore
Date: January 25, 2023 at 10:47 PM
To: Kindred Murillo kmurillo4@pipeline.sbccc.edu, arnoldp@sbccc.edu



Thank you Kindred, were you able to follow up with Jaelynn from Network Medical? She was waiting for SBCC to add Network Medical like the list of providers listed here.

Veronica

On Jan 25, 2023, at 7:08 AM, Kindred Murillo <kmurillo4@pipeline.sbccc.edu> wrote:

Good Morning Board of Trustees,

Below you will find a memo from Vice President Paloma Arnold and an attachment providing further information on the SBCC Student Health Services. Trustee Gullap-Moore had requested, and I thought it would be helpful to the entire Board so forwarding it to all of you.

Thank you Vice President Arnold.

Kindred

----- Forwarded message -----

From: Paloma Arnold <arnoldp@sbccc.edu>
Date: Tue, Jan 24, 2023 at 1:16 PM
Subject: Information for Trustee Gullap-Moore
To: Kindred Murillo <kmurillo4@pipeline.sbccc.edu>

Hi Kindred,

I heard Trustee Gullap-Moore request at the end of the last board meeting that she was interested in having SBCC increase the sexual and reproductive health services for our students. If I may, I wanted to pass along some information of what we have done in the recent past and what we are currently doing this spring both in The WELL and in The Clinic side of Student Health Services in the areas of sexual and reproductive health.

Clinically, Student Health Services offers pregnancy testing, emergency contraception and condoms in house. However, beginning next month the SB Neighborhood Clinics will be returning to SBCC weekly (this stopped due to COVID) to provide expanded sexual health services which will add birth control options, STI (sexually transmitted infections) testing and treatment, and emergency contraception ("Plan B") for patients. Student Health Services also participates in the FamPact Program for sexual health services so that students can be referred to SB Neighborhood Clinics and Planned Parenthood (other organizations that participate in the FamPact Program) for little to no cost.

Finally, The WELL provides a host of workshops (some in partnership with Planned Parenthood and other organizations) that include STI information, Healthy Relationships, Birth Control Methods, Sex Trafficking Awareness, etc.

Both centers also provide free menstrual hygiene packets for students and we are currently working with Facilities and Operations to install free dispensers in key bathrooms on campus and increase signage in all bathrooms.

And again, attached please find some of the work that has been done in this area over the past few semesters.

I hope this helps. Please let me know if I can provide any additional information.
Paloma



Paloma Arnold
Vice President, Student Affairs
721 Cliff Drive,
Santa Barbara, CA 93109
(805) 730-4201
arnoldp@sbccc.edu



Kindred Murillo, Ed.D.
Superintendent/President

721 Cliff Drive

3



From: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Subject: Re: Information for Trustee Gullap-Moore
Date: January 27, 2023 at 8:44 PM
To: Kindred Murillo kmurillo4@pipeline.sbccc.edu, jaelynne@networkmedical.org
Cc: Jonathan Abboud jabboud@pipeline.sbccc.edu, Anna Everett aeverett2@pipeline.sbccc.edu

Great, I believe the communication Jaelynne received confirmed SBCC would be adding Network Medical to the SBCC website.
 What is the next step?

Jaelynne, meet Trustees, President Jonathan Abboud and Vice President Anna Everett.

Jonathan & Anna, meet Jaelynne. I met Jaelynne at the community prayer breakfast this past Fall. It was a great morning with a number of community and local elected officials present.

Kindred, please let us know how to proceed!

Thanks everyone. And thank you Jaelynne for your support of students, families, and the entire SBCC community!

Veronica

On Jan 27, 2023, at 8:41 AM, Kindred Murillo <kmurillo4@pipeline.sbccc.edu> wrote:

Good Morning Trustee Gallardo,

Yes we followed up quickly after our initial meeting. We connected Network Medical directly with Chelsea Lancaster who visited their site and presented on the services and support that SBCC provides to single parent students. We have many partnerships with other local organizations that support single parents and parents-to-be (St Vincent's, Via Magella, etc) and they often refer people to our programs.

I also shared the information with Dr. Wilk who was already familiar with the organization and said that the health practitioners in Student Health felt comfortable making the referrals to Network Medical as appropriate.

The organizations that we list on our website are part of California's FamPACT program. As the president I leave who the college lists on our website to the discretion of Dr. Wilk and Vice President Arnold who works closely with our students.

Thanks so much,

Kindred

On Wed, Jan 25, 2023 at 10:47 PM Veronica Gallardo <vggallardo@pipeline.sbccc.edu> wrote:

Thank you Kindred, were you able to follow up with Jaelynne from Network Medical? She was waiting for SBCC to add Network Medical like the list of providers listed here.

Veronica

On Jan 25, 2023, at 7:08 AM, Kindred Murillo <kmurillo4@pipeline.sbccc.edu> wrote:

Good Morning Board of Trustees,

Below you will find a memo from Vice President Paloma Arnold and an attachment providing further information on the SBCC Student Health Services. Trustee Gullap-Moore had requested, and I thought it would be helpful to the entire Board so forwarding it to all of you.

Thank you Vice President Arnold.

Kindred

arnoldp@sbccc.edu

kmurillo4@pipeline.sbccc.edu

From: Kindred Murillo kmurillo4@pipeline.sbccc.edu
Subject: Re: Information for Trustee Gullap-Moore
Date: February 1, 2023 at 7:05 AM
To: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Cc: Jonathan Abboud jabboud@pipeline.sbccc.edu, Anna Everett aeverett2@pipeline.sbccc.edu

Good Morning Trustee Gallardo,

Thank you for your response, happy to meet with you. My calendar is a bit crowded at the moment, and I will request that Paulmena set something up.

Sorry so long in responding, just super busy at the moment.

Kindred

On Mon, Jan 30, 2023 at 1:43 PM Veronica Gallardo <vggallardo@pipeline.sbccc.edu> wrote:
Hello Kindred,

I'm confused by your reply.... Let's meet in person.

Veronica :)

On Jan 30, 2023, at 10:12 AM, Kindred Murillo <kmurillo4@pipeline.sbccc.edu> wrote:

Good Morning Trustee Gallardo,

Thank you for your email and raising your concerns to the Board President and Vice President. I have excluded Jaelynn from this conversation. We promised to connect and engage with Jaelynn regarding the services they provide. We followed through exactly as we promised and we do refer to Network Medical when appropriate, as noted in my prior email.

It is the purview of staff to decide which referrals to use on the website, and I believe you are overstepping your role as a board member by telling us we need to include a certain provider on the website. I don't tell staff who to include on the website and I leave it to their judgement to make that decision. After reviewing all referrals on our website and Network Medical's website I stand behind their decision.

If you have any further concerns about this I ask you to take it up with Board President Abboud.

We appreciate when Board members make connections for our students, and we appreciate the connection.

Thank you,

Kindred

On Fri, Jan 27, 2023 at 8:44 PM Veronica Gallardo <vggallardo@pipeline.sbccc.edu> wrote:

Great, I believe the communication Jaelynn received confirmed SBCC would be adding Network Medical to the SBCC website. What is the next step?

Jaelynn, meet Trustees, President Jonathan Abboud and Vice President Anna Everett.

Jonathan & Anna, meet Jaelynn. I met Jaelynn at the community prayer breakfast this past Fall. It was a great morning with a number of community and local elected officials present.

Kindred, please let us know how to proceed!

Thanks everyone. And thank you Jaelynn for your support of students, families, and the entire SBCC community!


Veronica

On Jan 27, 2023, at 8:41 AM, Kindred Murillo <kmurillo4@pipeline.sbccc.edu> wrote:

Good Morning Trustee Gallardo,

Yes we followed up quickly after our initial meeting. We connected Network Medical directly with Chelsea Lancaster who visited their site and presented on the services and support that SBCC provides to single parent students. We have many partnerships with other local organizations that support single parents and parents-to-be (St Vincent's, Via Madella, etc) and they often refer people to our programs.

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From: Veronica Gallardo vggallardo@pipeline.sbccc.edu 
Subject: Item 8.5
Date: September 10, 2022 at 4:49 PM
To: Kindred Murillo kmurillo4@pipeline.sbccc.edu



Hi Kindred,

Is this even legal? I'm going to ask the Law Firm that worked with the SBUSD employees to look at this.

Call when you're free.

Thank you,

Veronica

"The SBCC Faculty Association and the SBCC District agree to the following:

1. Faculty can request N95 masks to be worn in their classrooms and in their offices even if the college does not require specific types of face coverings. Non-compliance with this request will not result in any student disciplinary action."

[https://www.google.com/url?](https://www.google.com/url?q=https://go.boarddocs.com/ca/sbcc/Board.nsf/files/CJ2N3R5D6493/$file/MoU%2520on%2520Masking%2520FA.pdf&source=gmail-imap&ust=1663458584000000&usg=AOvVaw2eA7TmoVsDmYdppluOJDsS)

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MoU on
Masking FA.pdf

From: Veronica Gallardo vggallardo@sbcc.edu
Subject: Item 14.8 Update Attachment
Date: March 19, 2023 at 8:40 PM
To: Kindred Murillo kmurillo4@pipeline.sbcc.edu



Hello,

The agenda summary lists the \$400,000, can you provide the dollar amounts for each activity listed on the Update Attachment, please.

Also, business services provided the board a total dollar amount of all DEIA expenditures to date. The last update was sometime in 2020.

Does Brian have an update for that?

Thank you,

Veronica :)

From: Kindred Murillo kmurillo4@pipeline.sbccc.edu
Subject: Re: March 15th Deadline
Date: March 2, 2023 at 2:56 PM
To: Veronica Gallardo vggallardo@sbccc.edu
Cc: Jonathan Abboud jabboud@pipeline.sbccc.edu, Anna Everett aeeverett2@pipeline.sbccc.edu
Bcc: Brian Fahnestock befahnestock@pipeline.sbccc.edu

Trustee Gallardo,

You missed nothing. We also follow all the current information in the state. We are currently revising our five year projections. At the start of this budget year we had \$5 million in budgeted unfilled positions. We can't hire fast enough right now to fill the vacancies we have to serve students.

We are not planning a reduction in force at this time and I would not imagine in the near future as we are looking at probably between a million to two million in budget savings this year in unfilled positions. We also have \$36 million (36%) in reserves, I would recommend spending some of that down before implementing any kind of reduction in force.

Thank you,

Kindred

On Thu, Mar 2, 2023 at 2:16 PM Veronica Gallardo <vggallardo@sbccc.edu> wrote:

I follow District budgets and plans across the state, I was expecting to see a recommendation from you for a reduction in force given our fiscal outlook. Did I miss something?

On Thu, Mar 2, 2023 at 2:12 PM Kindred Murillo <kmurillo4@pipeline.sbccc.edu> wrote:

Good Afternoon Trustee Gallardo,

If you are referring to March 15 letters to not renew employment. We do not have any non renewals. Let me know if that isn't what you are referring to.

Thank you,

Kindred

On Thu, Mar 2, 2023 at 2:06 PM Veronica Gallardo <vggallardo@sbccc.edu> wrote:

Hi Kindred,

The board meeting is after the 15th deadline, has the college given notices already, and what is the scope?

Thank you,

Veronica



Kindred Murillo, Ed.D.
Superintendent/President

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Santa Barbara, CA 93109
805) 730-4011 mobile 530-307-1627 • kmurillo4@pipeline.sbccc.edu



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C D 8



From: Kindred Murillo kmurillo4@pipeline.sbccc.edu
Subject: Re: Meeting and Internal Operating Procedures
Date: March 28, 2023 at 9:00 PM
To: Veronica Gallardo vggallardo@sbccc.edu
Cc: Anna Everett aevertt2@pipeline.sbccc.edu, Jonathan Abboud jabboud@pipeline.sbccc.edu, Paloma Arnold arnoldp@sbccc.edu, Paulmena Kelly pdkelly@pipeline.sbccc.edu

Good Evening Trustee Gallardo,
 No we do not.
 Thank you,

Kindred

On Tue, Mar 28, 2023 at 8:53 PM Veronica Gallardo <vggallardo@sbccc.edu> wrote:
 Hello Kindred,

Do we have an update for the community on this?

Thank you!

Veronica :)

On Wed, Feb 22, 2023 at 2:38 PM Paloma Arnold <arnoldp@sbccc.edu> wrote:
 Thank you. We are meeting this Friday to begin creating these procedures and will keep you notified.
 Paloma

On Tue, Feb 21, 2023 at 5:31 PM Veronica Gallardo <vggallardo@sbccc.edu> wrote:
 Great, the community will be excited to see it!

Thanks for offering to share the information you have.

Veronica :)

On Tue, Feb 14, 2023 at 5:53 AM Kindred Murillo <kmurillo4@pipeline.sbccc.edu> wrote:
 Good Morning Trustee Gallardo,

Thank you for the productive meeting last week regarding the college's operating procedures for health care referrals and inclusion on the Student Health Center website.

I have requested Vice President Paloma Arnold work with Associate Dean Chris Johson and Dr. Erik Wilk to create an internal operating procedure for how we vet agencies we refer students to and also for inclusion on the college website.

I will provide you with the operating procedure when it is completed.

Thank you,

Kindred



Kindred Murillo, Ed.D.
Superintendent/President

721 Cliff Drive,
 Santa Barbara, CA 93109
 805) 730-4011 mobile 530-307-1627 • kmurillo4@pipeline.sbccc.edu



Paloma Arnold
Vice President, Student Affairs
 721 Cliff Drive,
 Santa Barbara, CA 93109
 (805) 730-4201
 arnoldp@sbccc.edu



From: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Subject: Network Medical Women's Center and SBCC
Date: August 31, 2022 at 10:38 AM
To: jaelynne@networkmedical.org, Kindred Murillo kmurillo4@pipeline.sbccc.edu

Good Morning Jaelynne,

It was great to meet you this morning at the Community Prayer Breakfast :)

I am adding Kindred Murillo, Interim SBCC President here so we can find a time to meet, learn more about Network Medical Women's Center and the support you offer to students and families.

Kindred, Jaelynne is the Executive Director of Network Medical Women's Center. I learned about their programs and services through other community members. During the last SBCC WELL presentation I mentioned the potential for SBCC to partner with folks like Jaelynne in order to further support students.

I'm glad we met today, Jaelynne!

Thank you both and I look forward to connecting soon :)

Veronica



From: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Subject: Re: October 20, 2022 Draft Resolution
Date: September 18, 2022 at 10:54 AM
To: Kindred Murillo kmurillo4@pipeline.sbccc.edu
Cc: Kate Parker klparker1@pipeline.sbccc.edu, Jonathan Abboud jabboud@pipeline.sbccc.edu, Paulmena Kelly pdkelly@pipeline.sbccc.edu

Good Morning Kindred,

Thank you for sending this over. I appreciate your time! For number 2, I understand your rationale to be that faculty agreed to teach face-to-face because of the mandate and you want to honor that. If that is correct, can we add language that will open the door for all students to begging planning for Spring 2023.

For example, I'd like to see all students be able to start the college planning and enrollment process face-to-face on campus visiting, learning, and accessing all of our student support services as soon as this resolution is put in place. I want all students to have the opportunity to start of Spring 2023 on a strong foundation. I know community college students need multiple points of access and contact with the various student support programs in order for them to get the necessary information and support services to be successful.

Can we modify number 2 to say that this only applies to students attending face-to-face classes during this Fall 2022. That way all other students can be served in the way I describe above :)

Thank you! Let me know what you guys think about my suggestion.

Veronica :)

On Sep 17, 2022, at 7:06 PM, Kindred Murillo <kmurillo4@pipeline.sbccc.edu> wrote:

Good Evening,

Attached you will find a draft of the resolution you were discussing a few weeks ago. I am sorry I have not been able to help you with this before this time and here is what I started.

Kindred

--



Kindred Murillo, Ed.D.
Superintendent/President

721 Cliff Drive,
 Santa Barbara, CA 93109
 805) 730-4011 mobile 530-307-1627 • kmurillo4@pipeline.sbccc.edu

<RESOLUTION OF THE BOARD OF TRUSTEES.docx>



From: Kindred Murillo kmurillo4@pipeline.sbccc.edu
Subject: Fwd: Parking lot #3 fisheries lease proposal
Date: December 15, 2022 at 10:48 AM
To: Brian Fahnestock brianfahnestock@gmail.com, Erik Fricke efricke@pipeline.sbccc.edu, Alexandra Thierjung adthierjung@pipeline.sbccc.edu, Robert Morales moralesr@sbccc.edu
Cc: Paulmena Kelly pdkelly@pipeline.sbccc.edu

Good Morning,

Please see the following and we will need to set up a meeting in early January to engage in this conversation.

Trying to make sure we are all aware of this.

Thank you,

Kindred

----- Forwarded message -----

From: Kindred Murillo <kmurillo4@pipeline.sbccc.edu>
Date: Thu, Dec 15, 2022 at 10:47 AM
Subject: Re: Parking lot #3 fisheries lease proposal
To: Veronica Gallardo <vggallardo@pipeline.sbccc.edu>
Cc: Kim Selkoe <kim@cfsb.info>

Thank you Trustee Gallardo for forwarding all this information. Hi Kim, I will be working with you to bring this forward in January for discussion.

We have a new acting Vice President of Business Affairs starting on January 3, 2023 and I will work with him to review and engage with you. We have a Board meeting on January 19, 2023 so we will want to move forward to be able to have this on the agenda.

Thank you and we will be in touch in early January.

Kindred

On Thu, Dec 15, 2022 at 10:39 AM Veronica Gallardo <vggallardo@pipeline.sbccc.edu> wrote:
 Hi Kim,

Thank you for this information. I am adding Kindred Murillo, Interim Superintendent/President here so that she can help initiate a conversation between yourself, members of your team, and the college.

I am in full support of bringing this to the board, either at a committee meeting as a start, or the full board whichever is most appropriate. We have our annual organization meeting this afternoon and after today we can work with Kindred and take her lead on the best way to move this forward.

Merry Christmas & Happy Holidays to you and the family!

Veronica :)

> On Dec 13, 2022, at 8:36 PM, Kim Selkoe <kim@cfsb.info> wrote:

>

> Hi Veronica,

>

> Ben and I so enjoyed chatting with you and Juan at Lindsay's party on Saturday!

>

> I have attached a map with a preliminary sketched boundary of the carve out we are hoping to achieve. This will address the City's outstanding need to provide adequate storage space close to the harbor for fisheries per the Coastal Act. The space would be used for trailered fishing vessels (all small boats), and a few shipping containers for gear storage. We would negotiate an annual rent and lease terms that meet the needs of SBCC.

>

> We have been working closely with city and county leaders for more than 5 years to find a site to solve this problem. Rebecca Bjork has asked us to approach the Board of Trustees directly about finding support to use a small portion of Lot #3.

>

> I can send you a formal proposal to share with the board, but in a nutshell...

>

> The carve out would take up about ~12% of the ~150 parking spaces in the lot - ones at the farthest end that are probably less used. Note that the area at the tip of the triangle looks in the photo to be unpaved, but to our knowledge, it is soil and debris dumped over pavement that could perhaps be removed to create more usable space.

>

> The CC has \$700 million in new grant funding and has told us this type of project is completely eligible for funding. Our plan would be to use Coastal Conservancy grant funds to cover the cost of prepping the site, working out the legal agreements that will be needed, the cost of permitting (including Coastal Commission), and beautifying the parking lot. In addition, it is possible the grant would cover or subsidize the annual rent. The grant could also wrap in additional budget for other campus needs that fall within the goals of the Coastal Conservancy (restoration and public access). The Waterfront Dept has allocated \$50K already to cover the cost of preparing a grant application.

>

> I can provide letters of support for this specific project from City Council, County Board of Supervisors, Salud Carbajal, Monique Limon and the Chamber of Commerce. I don't have those in hand yet, but I am highly confident of getting them quickly. I do have in hand copies of unanimous city council and county supervisor votes in favor of supporting and prioritizing finding a home for fisheries shore side space close to the harbor.

>

> Looking forward to discussing this further with the Trustees!

>

> Thank you so much for your help!

>

> Happy Holidays,

>

> Kim

>

> --

> Kim Selkoe, Ph.D.
> Executive Director
> Commercial Fishermen of Santa Barbara, a 501 (c)3 non-profit
> Cell: 805-259-7476
> Web: https://www.google.com/url?q=https://cfsb.info&source=gmail-imap&ust=1671597429000000&usg=AOvVaw2_ChcVQ-uEfz-VXH7wJ8kn

> <SBCC Lot 3 carve out.png>



Kindred Murillo, Ed.D.
Superintendent/President

721 Cliff Drive,
Santa Barbara, CA 93109
805) 730-4011 mobile 530-307-1627 • kmurillo4@pipeline.sbcc.edu



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From: Kindred Murillo kmurillo4@pipeline.sbccc.edu
Subject: Re: SBCC Certificates/Automotive Program
Date: December 6, 2022 at 1:37 PM
To: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Cc: Justin Shores jshores@sbhonda.com, mvillagomez2@pipeline.sbccc.edu

Thank you Trustee Gallardo.

On Tue, Dec 6, 2022 at 11:45 AM Veronica Gallardo <vggallardo@pipeline.sbccc.edu> wrote:
 Good Morning Justin,

I'm adding our Vice President of Academic Affairs, Maria & Kindred as well :)

Justin shared with me an opportunity for Honda to support automotive training at SBCC. I think this has the potential to be a great industry partnership that will benefit everyone.

Additionally, here's a little background on what was envisioned a few years ago under former SBUSD Superintendent, Matsuoka and our SBCC Superintendent, Beebe when SBUSD purchased the armory between the junior high & high school. SBCC & SBUSD started an early discussion of expanding and moving our automotive department out of the administration building and create a CTE/Dual Enrollment Automotive pathway Academy at SBHS.

Hacienda La Puente Unified School District under Superintendent, Dr. Alfonso Jimenez is a great model to see how these partnerships are created and actualized. I met with him at the California Latino School Board conference along with his Board Vice President, Ms. Christine H. Salazar.

I'll let you guys take it from here. Let me know what I can do to help! There's a lot of innovative leadership across the state and country working together to support entire communities.

Veronica

On Dec 5, 2022, at 2:37 PM, Justin Shores <jshores@sbhonda.com> wrote:

Veronica,

Please send me the contact info for whoever you think would be good to work with on this.

Justin Shores
 Service Director
 Email: jshores@sbhonda.com
 Cell: 805-704-7774
 <image001.png>



Kindred Murillo, Ed.D.
Superintendent/President
 721 Cliff Drive,
 Santa Barbara, CA 93109
 805) 730-4011 mobile 530-307-1627 • kmurillo4@pipeline.sbccc.edu

From: Veronica Gallardo vggallardo@pipeline.sbcc.edu
Subject: Re: SBCC Covid Requirements
Date: September 6, 2022 at 8:43 AM
To: Anne Messner messneranne@gmail.com
Cc: Kindred Murillo kmurillo4@pipeline.sbcc.edu



Good Morning Ms. Messner,

Thank you for humbly sharing your families story. Having worked with a diverse student population, including students like your daughter, I am deeply empathetic and I am aware of what you are describing with regard to sensory.

I am copying interim Superintendent President, Kindred Murillo here. I continue to recommend a policy that makes SBCC open, accessible to all, and one that supports a culture where all students feel they belong.

Until SBCC moves in the direction of our neighboring sister colleges who have already opened their campuses to all students, I want to explore what we can do now to ensure your daughter is provided the differentiated supports she needs to fully access the SBCC Mission.

At the K-12 level we worked through this mask issue and I imagine we can do the same at SBCC for your daughter.

No student in our community should be experiencing the isolation you are describing. Please let us know what support we can offer now, until SBCC removes the vaccine and mask mandate.

On a final note, the college no longer requires students to be tested. I clarified this with Kindred at a board meeting a few weeks ago. Kindred confirmed all parents had to do to enroll their student was get the vaccine exemption and wear a mask. In your case there is something we should be able to do with regard to the mask. I have noticed the SBCC website is not up to date with regard to testing no longer being required. I communicated that to Kindred and she has asked for it to be updated.

Thank you and please let me know how I can continue to support your family,

Veronica

On Sep 5, 2022, at 10:00 PM, Anne Messner <messneranne@gmail.com> wrote:

Dear Ms. Gallardo,

I am writing in regards to the Covid 19 vaccine requirement, testing, and masking mandates that still remain in effect at Santa Barbara City College. These requirements are inherently unfair and discriminatory to unvaccinated students.

My daughter is currently a student at SBCC. She has autism and is a DSPS student. Because of her autism, she takes a reduced course load. My daughter has also had Covid and, therefore, has natural immunity. Because my daughter has autism, she processes sensory information differently. Mask wearing is extremely difficult for her. Because of SBCC's Covid policies, my daughter has not been able to attend in person classes now for almost 3 entire calendar years. She has been cheated out of a robust educational experience. Before Covid, going to in person class at SBCC was her main source of interaction with other people. Now, she is home, isolated, alone, taking online classes by herself.

The entire premise of the Covid 19 vaccine was that it "would stop the spread." We now know that the Covid 19 vaccine does not prevent infection and vaccinated individuals can indeed catch Covid and spread Covid. Moreover, the CDC itself has acknowledged that myocarditis and pericarditis are known side effects from the Covid 19 vaccines, particularly for adolescents and young adult males, age 16 and older.

In January of 2022, the CDC acknowledged that surviving Covid provides excellent

CE 16

natural immunity. The August 11, 2022 guidance from the CDC indicates that Covid 19 prevention recommendations no longer make a differentiation based on a person's vaccination status. Per the CDD, due to breakthrough infections and naturally acquired immunity, there is no reason to treat vaccinated and unvaccinated individuals differently.

Allan Hancock College in Santa Maria removed their Covid vaccine and testing mandate on May 31, 2022. At Hancock, masking is not required. In October of 2021, the Ventura County Community College District lifted their vaccine mandate and allowed students to choose between vaccination or testing. On August 10, 2022, the Ventura County Community College District board lifted their vaccine mandate entirely. At Ventura College, unvaccinated students are no longer required to test and masking is not required.

SBCC cannot truly be a community college for the entire community so long as these discriminatory Covid policies remain in place. I suspect that SBCC's problem with declining enrollment has a lot to do with SBCC's Covid policies. We are in a very different place than we were a year ago. It is time that SBCC adjusts to this new reality just as Allan Hancock and Ventura Colleges did. I respectfully request that SBCC update their Covid policy to follow the new CDC guidance and remove their Covid vaccine and masking requirements.

Sincerely,

Anne Messner



From: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Subject: Re: SBCC Vax Mandate and On-line Class
Date: July 25, 2022 at 1:38 PM
To: tezrahti tezrahti@protonmail.com
Cc: Kindred Murillo kmurillo4@pipeline.sbccc.edu

Good Afternoon Ms. Ezrahti,

Thank you for reaching out. The situation you and your family are facing is terrible and I'm so sorry you are going through this. I am adding Ms. Kindred Murillo, Interim SBCC President to this reply so she can look into why your sons exams were handled the way they were by SBCC.

We have strong articulation agreements with various colleges and universities and SBCC should be able to look into this for you.

Again, thank you for sharing your experience and I will remain hopeful that we can support your family.

We'll be in touch,

Veronica

On Jul 25, 2022, at 12:37 PM, tezrahti <tezrahti@protonmail.com> wrote:

Dear Mrs. Gallardo,

My son graduated from San Marcos High in 2020. He has been attending SBCC full-time since then and is transferring to the University of Arizona (U of A) this fall with straight A's. Due to the Covid vaccine mandates all of his classes have been on-line and all but two have been asynchronous.

In meeting with his academic advisor at U of A he was informed that his math classes would not transfer because the exams were not proctored. For this reason alone, on-line classes are not equivalent to in-person classes. Combine that with asynchronous, classes offering zero interaction with instructors and other students, and you get an inferior and unequal education. My son hopes to minor in American Sign Language (ASL) and is required to test into ASL classes at U of A. We have a family friend who is deaf and used to teach ASL. Our friend was shocked at how little my son was able to converse after receiving A's for three semesters of on-line, asynchronous ASL at SBCC.

Not only was it hurtful and unfair that he was not allowed on campus with his friends and girlfriend but he let go of his long time dream and changed his major due to three classes he needed that were only offered in person. Now he is shocked that the math classes he worked so hard at will not count and he is deficient in ASL. This will impact his timing and finances. He will need an additional semester to graduate and must pay out of state tuition for these classes he thought were completed.

I wanted to make you aware of this additional way SBCC's irrational and unscientific vaccine policy is discriminating against students while providing no public health benefit. My son is a low income Latino student who has worked very hard to achieve academic success. He is paying for his own college and although we are grateful for The Promise and the free education he has received at SBCC, it was a shock to find out after the fact, that his math classes wouldn't count because the exams were not proctored.

Sincerely,
Tahara Ezrahti

Sent with [Proton Mail](#) secure email.

From: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Subject: Re: updated covid vaccine numbers
Date: August 16, 2022 at 8:25 PM
To: Kathryn Lape klape@pipeline.sbccc.edu
Cc: Kindred Murillo kmurillo4@pipeline.sbccc.edu, Kate Parker klparker1@pipeline.sbccc.edu

Thank you Kathryn,

I am copying Kindred here. Kindred, can we get this on the board agenda soon, Thursday or Saturday.

Kathryn's request is very appropriate and these reports were routinely provided in the past.

Please don't give her the runaround by making her go through the Office of Communications. Kathryn is passionate about the SBCC Mission and is dedicating her personal time and energy to this.

Thank you,

Veronica

On Aug 16, 2022, at 7:04 PM, Kathryn Lape <klape@pipeline.sbccc.edu> wrote:

Hello, Trustee Gallardo

I have requested current data for fall semester on vaccination rates at SBCC, a table previously labeled "vaccination summary" that was part of the monthly COVID report that we last saw in February. I have attached the document. Additionally, I have requested that a current report be included on the agenda for the Board of Trustees meeting.

I hope you and the other Trustees are curious about these figures for fall 2022 as well, and can bring them to light. This important data, reflecting the impact of policies, can be used to make informed decisions

It was mentioned at several BOT meetings that we don't have data that shows how many students are not attending SBCC due to the mandate. I understand that Ventura College surveyed outgoing high school seniors in the area, and found that more students said they would not be attending the college due to the mandate than students who said they would not attend the college if they rescinded the mandate. I applaud their community outreach and efforts to quantify impact of their vaccination policy in the community, it demonstrates their caring and I think is a good example for SBCC.

Thank you,
Kathryn Lape

----- Forwarded message -----

From: Kathryn Lape <klape@pipeline.sbccc.edu>
Date: Mon, Aug 15, 2022, 5:33 PM
Subject: Re: updated covid vaccine numbers
To: Paloma Arnold <arnoldp@sbccc.edu>

Perfect thank you

On Mon, Aug 15, 2022, 5:21 PM Paloma Arnold <arnoldp@sbccc.edu> wrote:

Hello Kathryn,

Requests of this nature should be submitted to our Office of Communications. I have passed this request on to Martha Swanson, Executive Director Public Affairs and Communications who will respond accordingly.

Best,
Paloma

On Mon, Aug 15, 2022 at 4:13 PM Kathryn Lape <klape@pipeline.sbccc.edu> wrote:

Hello,

Previously available to the public in the COVID monthly report to the Board of Trustees was a chart that enumerated the number of vaccinated people among students and staff, and the number that had not submitted proof of vaccine.

I would like to request current data for fall semester,

Thank you

C D 19



From: Veronica Gallardo vggallardo@pipeline.sbcc.edu
Subject: Survey Question
Date: September 2, 2022 at 2:48 PM
To: Kindred Murillo kmurillo4@pipeline.sbcc.edu
Cc: Kathryn Lape klape@pipeline.sbcc.edu

Hi Kindred,

I'm including Kathryn here because she asked about the survey questions. I just read through the questions and I'm concerned that this survey doesn't address what in needs to. And that is, should we continue with a vaccine mandate?

That survey question is not very direct. It reads something like, should vaccines be up to date.

Kindred, this is not okay. I have head Ms. Lape's concerns along with multiple SBCC community members and families. How can we fix this?

I am hopeful we can all work through this.

Please update this to ask a direct question. Our goal for this community college is access for all regardless of vaccination status.

If I missed something as I clicked through to read the questions please let me know.

Thank you,

Veronica

C D E

21



From: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Subject: Testing
Date: September 1, 2022 at 7:54 AM
To: kmurillo4@pipeline.sbccc.edu

Good Morning Kindred,

At the board meeting I clarified with you that the only thing parents had to do in order to attend SBCC classes was:

- get the vaccine exemption
- wear a mask of their choosing

Your reply, was yes.

This message below doesn't communicate that and needs to be updated. The semester started this week and parents enrolled with what you communicated at the board meeting.

Thank You!

Veronica

2. **Testing:** Weekly testing is not required for fully vaccinated students and employees, however, PCR and Antigen testing will continue to be provided at no cost to employees at convenient locations on all three campuses. Continue required weekly PCR testing if you have a vaccine requirement exemption.

C D E

From: Veronica Gallardo vggallardo@sbcc.edu
Subject: Turning Point USA at Santa Barbara City College
Date: March 28, 2023 at 8:47 PM
To: Kindred Murillo kmurillo4@pipeline.sbcc.edu



Hi Kindred,

I saw this article on-line:

<https://www.thecollegefix.com/public-college-refuses-to-overturn-potentially-unconstitutional-rejection-of-conservative-student-club/>

Can you give me more information?

Thank you,

Veronica

Accreditation Public Forum

veronicag.gallardo@gmail.com Veronica Gallardo

Thursday, October 7, 2021 at 9:49:07 PM Pacific Daylight Time

To: zreisz@pipeline.sbcc.edu, kmurillo4@pipeline.sbcc.edu Kindred Murillo

Cc: pohaslund@pipeline.sbcc.edu Peter Haslund

Thank you! I am not attending the Accreditation Public Forum, I am asking for the community. Can we put the information on the college home page. People in the community I sent the information too are confused because it's addressed to faculty. Please add the Public Forum information to the website so that the community knows how to participate. Thank You, Veronica

zreisz@pipeline.sbcc.edu Z Reisz

Friday, October 8, 2021 at 9:17:38 AM Pacific Daylight Time

Cc: kmurillo4@pipeline.sbcc.edu Kindred Murillo, kscott5@pipeline.sbcc.edu Kathleen Scott

Hi Kindred,

What is your recommendation for responding to Veronica?

Thanks,
Z



Z Reisz, PhD (He/Him/His)

Senior Director

Office of Institutional Assessment, Research, and Planning

Accreditation Liaison Officer

Grants Officer

Santa Barbara City College

Santa Barbara, CA 93109

(805) 730-4781 • zreisz@sbcc.edu

On Thu, Oct 7, 2021 at 9:49 PM Veronica Gallardo <veronicag.gallardo@gmail.com> wrote:

Thank you! I am not attending the Accreditation Public Forum, I am asking for the community.

Can we put the information on the college home page. People in the community I sent the information too are confused because it's addressed to faculty.

Please add the Public Forum information to the website so that the community knows how to participate.

Thank You,

Veronica

kmurillo4@pipeline.sbcc.edu Kindred Murillo

Friday, October 8, 2021 at 9:32:57 AM Pacific Daylight Time

To: vggallardo@pipeline.sbcc.edu Veronica Gallardo

Cc: pohaslund@gmail.com Peter Haslund, klparker1@pipeline.sbcc.edu Kate Parker

Bcc: zreisz@pipeline.sbcc.edu Z Reisz, kscott5@pipeline.sbcc.edu Kathleen Scott

Trustee Gallardo,

While your suggestions are good ideas and I believe Z is working on, please refrain from directing or asking staff to do any tasks. All requests should come through my office and the Board President. It is unfair to put staff in the position of responding to board members directly. I am the one the Board of Trustees has to hold accountable and I cannot be held accountable when Board members make requests directly to staff. I believe this is called micromanaging.

Dr. Scott is Z's supervisor and I will follow the chain of command in my requests for him. Z is overloaded with requests right now.

Thank you for your assistance on making sure we operate appropriately,

C 24

Hi Kindred,

What is your recommendation for responding to Veronica?

Thanks,
Z



Z Reisz, PhD (He/Him/His)
Senior Director
Office of Institutional Assessment, Research, and Planning
Accreditation Liaison Officer
Grants Officer
Santa Barbara City College
Santa Barbara, CA 93109
(805) 730-4781 • zreisz@sbcc.edu

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Can we put the information on the college home page. People in the community I sent the information too are confused because it's addressed to faculty.

Please add the Public Forum information to the website so that the community knows how to participate.

Thank You,

Veronica



Kindred Murillo, Ed.D.
Superintendent/President

721 Cliff Drive,
Santa Barbara, CA 93109
(805) 730-4011 mobile 530-307-1627 • kmurillo4@pipeline.sbcc.edu

pohaslund@gmail.com Peter Haslund

Friday, October 8, 2021 at 10:58:07 AM Pacific Daylight Time

To: vggallardo@pipeline.sbcc.edu Veronica Gallardo

Cc: klparker1@pipeline.sbcc.edu klparker1@pipeline.sbcc.edu, kmurillo4@pipeline.sbcc.edu Kindred Murillo

Veronica

I would agree with Dr. Murillo. You are overstepping clear Trustee boundaries. A college President can't do her job if Trustees interfere by asking staff to take specific actions. There are good reasons for this threshold. First, you may be the only Trustee interested in these data, in which case your request is both time-consuming and unproductive. Second, it undermines the authority of our CEO, a job for which she was hired. Finally, this college is undergoing an accreditation visit, and your actions could easily be interpreted as a basic violation of ACCJC standards that could justify sanctions.

Though you and I may disagree on policy from time to time, I have a great deal of respect for both your perspective and your courage in putting forth that perspective, but none of us can be allowed to interfere in the business of the college.

We have hired the CEO. That's our job. From everything I hear about the stresses of campus life as we transition back to a face-to-face college, all is going relatively smoothly, and this is largely attributed to the careful work of Dr. Murillo. If we assumed that this transition would be as simple as switching on the lights, we would be dead wrong. It will be accomplished in a step-by-step process, taking very careful account of the legitimate concerns of our community (faculty, students, staff, and administration) for their personal safety.

For another few months, I will serve as the Board President. Though each of us is free to communicate directly with our CEO, it is often better to have a conversation with the Board President first for the purpose of gaining feedback about the issue. This is not required, but it is in keeping with our generally accepted process of acting as one board.

Please let me know if any of this does not make sense.

C 25

vggallardo@pipeline.sbccc.edu Veronica Gallardo

Friday, October 8, 2021 at 6:28:33 PM Pacific Daylight Time

To: kmurillo4@pipeline.sbccc.edu Kindred Murillo

Cc: klparker1@pipeline.sbccc.edu, pohaslund@gmail.com Peter Haslund

Hello, I'm well aware of what micromanaging is Kindred, I have pointed it out many times. And I don't do it.

I do realize my communication to you has been frequent & at times I perceive your response as just going through the motions to say what you think you need to, in order to get out of the conversation, as politically safe for you, as possible.

Listen Kindred, my reply to accreditation was directed to you. And the only reason for including Reisz, if you recall from the original email, was because he thought I wanted information on the public forum for myself to attend. And that is not the case.

Please let me know when you will be meeting with the community. I think it's long over due. If you prefer I can step aside and let the community deal with you directly if my e-mails to you offend & upset you.

As with all presidents it is my job as trustee to support the president and be a support between the college & the community.

Please don't imply that I am micromanaging as I have never done that in the nine years on the board. You are new, will be gone soon, and do not know my values or character. Get to know me please, before you jump to assumptions and passive aggressive behavior.

Veronica

On Oct 8, 2021, at 10:58 AM, Peter Haslund <pohaslund@gmail.com> wrote:

Veronica

I would agree with Dr. Murillo. You are overstepping clear Trustee boundaries. A college President can't do her job if Trustees interfere by asking staff to take specific actions. There are good reasons for this threshold. First, you may be the only Trustee interested in these data, in which case your request is both time-consuming and unproductive. Second, it undermines the authority of our CEO, a job for which she was hired. Finally, this college is undergoing an accreditation visit, and your actions could easily be interpreted as a basic violation of ACCJC standards that could justify sanctions.

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Peter

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Trustee Gallardo,

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C 26

Good Morning Trustee Gallardo,

As you named me in this note, I will respond that I cannot find anything in my email directed at me regarding this topic. And in the spirit of best intentions maybe it is there I somehow I can't find it. I only ask if I don't respond to something you send then please text me and ask me to check my email. I received a ton of emails and thought I had responded to all your issues minus the last one you sent which I have to get some data for.

As to meeting with the community I will be setting up sessions for people to talk with me, and they will have parameters of safety for everyone involved. I do not want to put anyone in unsafe conditions so I am being thoughtful. The college was in crisis and to some extent still is when I arrived. Students had to be my first priority, implement the Board resolution smoothly my second, and accreditation third.

I am a professional and my expectation is the Board treat me as a professional, I have not felt that from you. I have received more email from you than any other Board member, and I try to reply thoughtfully as I do not have answers to your questions and statements. Some of your statements feel demeaning and I do not believe I deserve this type of treatment.

Again, I would like to meet face to face. I will request Jasmine try again as email doesn't always convey the messages well. I will address the issue with public forums in another email

Thank you,

Kindred

On Fri, Oct 8, 2021 at 6:28 PM Veronica Gallardo <vggallardo@pipeline.sbcc.edu> wrote:

Hello, I'm well aware of what micromanaging is Kindred, I have pointed it out many times. And I don't do it.

I do realize my communication to you has been frequent & at times I perceive your response as just going through the motions to say what you think you need to, in order to get out of the conversation, as politically safe for you, as possible.

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Veronica

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L 27

Exemption: The number of people who have received an approved exemption whether it be a medical or religious exemption or a pregnancy deferral.

Terms Used (Row Heads)

Faculty - Adjunct: Part-time faculty.

Faculty - Fulltime: Full-time faculty.

Faculty Totals: "Faculty - Adjunct" + "Faculty - Fulltime"

Staff - Foundation: The staff of the Foundation for SBCC.

Staff - Fulltime: All full-time staff and the Board of Trustees.

Staff - Hourly: All hourly staff not including student workers.

Staff - Management: All staff with a designation of management.

Staff Totals: "Staff - Foundation" + "Staff - Fulltime" + "Staff - Hourly" + "Staff - Management"

Student - AH: Adult high school students.

Student - CR: Credit students. These are people who are considered credit students by Banner.

Student - NC: Non-credit students. These are people who are considered non-credit students by Banner.

Student Totals: "Student - AH" + "Student - CR" + "Student - NC"

Totals: "Faculty Totals" + "Staff Totals" + "Student Totals"

Important Notes

1. All rows are unduplicated within that row. So, the numbers for "Faculty - Adjunct" are unduplicated for all adjunct faculty but if there is a Foundation staff member who is also an adjunct they will appear in both rows.

2. Numbers for different populations fluctuate based upon membership rules for each group which vary. However, the numbers do not change radically from day to day.

--

Dean Nevins, Ph.D.

Executive Director of Information Technology / CISO

Santa Barbara City College

721 Cliff Drive, Santa Barbara, CA 93109

Voice: 805 897-3481

SBCC System Status --



Kindred Murillo, Ed.D.
Superintendent/President

721 Cliff Drive,

Santa Barbara, CA 93109

805) 730-4011 mobile 530-307-1627 • kmurillo4@pipeline.sbcc.edu

vvgallardo@pplne.sbcc.edu Veronica Gallardo

Sunday, October 3, 2021 at 8:48:21 PM Pacific Daylight Time

To: kmurillo4@pipeline.sbcc.edu Kindred Murillo

Thank you Kindred, yes this is a cleaner version to view. What's the plan? 55% for students is concerning, I think you'd agree...

How are students going to access the library & student services?

The community is concerned that we are nearing 90% in salaries & benefits & yet students can't access critical wrap around services etc.

How many student services folks including, library, & tutoring are on campus serving students?

Can we disaggregate this data? We are a Hispanic Serving institution, what's the number of students that can no longer access a critical service inside an SBCC building? And no, the community is not sold on this idea that all can be done on-line. If so, are we looking at a reduction in workforce and moving toward serving students through smart technology?

Kindred, you can imagine how troubling this is.

C E 28

Pictures were floating around this week of an empty SBCC campus & the community is wondering what is going on, where are the students, where are the employees?

Adult high school is another percentage point that is beyond concerning, what's the plan there? These students need a GED, ESL courses, the conditions created under this mandate do not align with the values of SBCC. This is not who we are as a community. Students need to access in person services & classes. I know many of these students by name, and they are not just a number or a percentage.

As one example, you probably know K-12 districts are having a difficult time hiring, in person evening & weekend ECE classes would really make an impact to education right now.

Have you given any thought to what Allan Hancock is doing, providing an exemption for deeply held beliefs, weekly testing options, removing the N95 mask, & instead adding a regular face mask, opening the campus for the students to use the facilities & attend their classes from SBCC.

What is the plan to revisit this and provide the community with the all inclusive & accessible education SBCC once offered?

Please provide us with answers to these questions.

Are you available this week to start meeting with the community? We have many beautiful outdoor spaces in Santa Barbara, and you can leave the college to go out and meet people. Helen did not prioritize this as her focus was internal college operations, and really her focus was the mandate. You don't have that same option & the community is expecting to speak with you. I can join you, our community is amazing and loves SBCC.

Presidents come and go, you will be leaving before we know it & once again the community is left with more loose ends and questions. This has to stop, the impacts to these cycles of turnover is a waste of money that could be used for students. Let's make your short time here a meaningful one and one that can be viewed as short term investment. The community is ready to have a conversation.

Veronica

On Oct 3, 2021, at 7:07 PM, Kindred Murillo <kmurillo4@pipeline.sbcc.edu> wrote:

Trustee Gallardo,

I think this is a more helpful format. Let know what you think. Not all the students in the Group are taking in/person classes.

Kindred

Shown below are the vaccination summary numbers as of the date and time of this email. Below the numbers is a detailed explanation of all of the terms used.

SBCC Groups	Group Count	Uploaded Vaccination Cards	Percentage	Received Incentive	Exemption
Faculty - Adjunct	837	366	43.7%	36	5
Faculty - Fulltime	206	179	86.9%	3	1
Faculty Totals	1043	545	52.3%	39	6
Staff - Foundation	12	12	100%	0	0
Staff - Fulltime	282	275	97.5%	27	11
Staff - Hourly	345	194	56.2%	57	4
Staff - Management	56	56	100%	2	3
Staff Totals	695	537	77.3%	86	18

CE 29
D

Trustee Gallardo,

I apologize this has taken so long, and the answers follow your questions or statements. I believe I am up to date on the inquiries you have made of me since I arrived, except for the one I promise below. If I missed anything please advise.

I have cc'd the entire Board of Trustees so everyone has the same information.

Thank you,

Kindred

----- Forwarded message -----

From: Veronica Gallardo <vggallardo@pipeline.sbcc.edu>

Date: Sun, Oct 3, 2021 at 8:48 PM

Subject: Re: Vaccination Summary (Argos CVD 010 Report)

To: Kindred Murillo <kmurillo4@pipeline.sbcc.edu>

Thank you Kindred, yes this is a cleaner version to view. What's the plan? 55% for students is concerning, I think you'd agree...

How are students going to access the library & student services? There are two modalities to access library and student services - F2F and Online. If a student wishes to access F2F they will need to comply with the vaccine mandate. We have worked hard to help and accommodate student needs.

The community is concerned that we are nearing 90% in salaries & benefits & yet students can't access critical wrap around services etc.

Services are provided at the college sites. As I walked around the site, students were using those services in various areas. While I am working on trying to up the hours of services, my observation is we are still not seeing as many students as we have services.

How many student services folks including, library, & tutoring are on campus serving students? Staff will provide me these figures. I don't have these yet.

Can we disaggregate this data? We are a Hispanic Serving institution, what's the number of students that can no longer access a critical service inside an SBCC building? And no, the community is not sold on this idea that all can be done on-line. If so, are we looking at a reduction in workforce and moving toward serving students through smart technology?

May I ask who makes up the term community? Since I have arrived I have three community members contact me. My mobile phone number is all over the place, I try to respond to every inquiry I receive. Students are finding their way to me.

As we try to project the future of what students want, need, and will help them succeed, we will be looking at rightsizing the college and reorganizing to serve students in all the modalities they want and need. These will be face-to-face; online; and hybrid. Some students are loving the remote counseling services because they are more convenient. As we move out of COVID, we are creating a task force to consider these questions and thoughtfully answer them. We should have results of our student survey in the next week, and we are starting a student reengagement effort which will give us some more personal data. Most data I can have disaggregated except for some of the COVID data.

In my opinion, we do not do a good enough job of outreach to our Hispanic population and that is changing. I believe we should have a Puente Program here and other specific outreach to not only our high school population and we need to do more for our non traditional students who work in our community and want and deserve upward mobility. We just received a \$3.5 million HSI grant and I intend to ensure SBCC uses it to benefit our Hispanic populations.

CDE
30

Kindred, you can imagine how troubling this is.

Pictures were floating around this week of an empty SBCC campus & the community is wondering what is going on, where are the students, where are the employees? There are times and spaces where you won't see a lot of students. As I walk about the SB site I witness classroom doors open with teachers instructing classes. We have a several outdoor classes. If the "community" walks over the Student Life, and the cafeteria there are plenty of students. Not sure when the "community" are at the sites. I worked a table this week where we had lines of students. There are students at the college. The fall is 25-31% in-person and spring is starting to look much more like it will be between 45 and 50%.

Adult high school is another percentage point that is beyond concerning, what's the plan there? These students need a GED, ESL courses, the conditions created under this mandate do not align with the values of SBCC. This is not who we are as a community. Students need to access in person services & classes. I know many of these students by name, and they are not just a number or a percentage. We continue to work on accomodating student needs. Dr. Scott, I, the Academic Senate President, and the Faculty Association President are working with our department chairs and faculty to ensure GED and IGETC are in all modalities. Carola Smith does an awesome job of ensuring ESL courses are in appropriate modalities.

As one example, you probably know K-12 districts are having a difficult time hiring, in person evening & weekend ECE classes would really make an impact to education right now.

Dr. Scott is working on an enrollment management strategy and important courses students need will be part of that plan. We are engaged in the Strong Workforce Program which helps us gage what occupations to support in our local community.

Have you given any thought to what Allan Hancock is doing, providing an exemption for deeply held beliefs, weekly testing options, removing the N95 mask, & instead adding a regular face mask, opening the campus for the students to use the facilities & attend their classes from SBCC. I only have so much authority under the vaccine mandate resolution. I exercise it carefully, within the parameters the Board of Trustees gave me. I give a lot of thought to every option and what works at one college doesn't always work well at another.

What is the plan to revisit this and provide the community with the all inclusive & accessible education SBCC once offered? I am doing what the Board has asked me to do. I take my instructions from the board as a whole, if the Board wishes to change directions, I am open to that. As much as I try to hear what every Board member says and represents, I learned a long time ago, I work for the board as a whole. I try to give good advice and recommendations, and am hired to ensure the college operates within the statutes of the State of California and adheres to Board policies and procedures.

Please provide us with answers to these questions.

Are you available this week to start meeting with the community? We have many beautiful outdoor spaces in Santa Barbara, and you can leave the college to go out and meet people. Helen did not prioritize this as her focus was internal college operations, and really her focus was the mandate. You don't have that same option & the community is expecting to speak with you. I can join you, our community is amazing and loves SBCC. I am working with the Board president on how these meeting should work. My first few weeks have been fighting fires to get through the vaccine mandate, get a spring schedule that is student friendly, and ensure this college is reaffirmed in accreditation. If you have some suggestions about where to meet 10 to fifteen people in your district please let me know. Jasmine and I will start working on that. I will also be scheduling an open offices hours for the community on Zoom so people who do not have access to transportation or difficulty attending meetings may have access.

Presidents come and go, you will be leaving before we know it & once again the community is left with more loose ends and questions. This has to stop, the impacts to these cycles of turnover is a waste of money that could be used for students. Let's make your short time here a meaningful one and one that can be viewed as short term investment. The community is ready to have a conversation. Your statement about president's coming and going feels very demeaning. My approach to SBCC to treat it like I will be here for the next ten years, because decisions I recommend will impact thousands of

C D E 31

students and the Santa Barbara community for years to come. I have never left a college where it was not in better condition when I left than when I arrived. I am working really hard to make up for a lack of leadership at this college. Yes, president's do come and go, and we do make a difference when we do our job which I am doing. Yesterday I was told by a staff member that I have done more in five weeks than anyone in this position has done during last year and a half.

As I noted earlier I am a professional, and my expectation is to be treated as a professional. I have tried very hard to be respectful and will continue to do so because that is who I am.

Thank you,

Kindred
Veronica

On Oct 3, 2021, at 7:07 PM, Kindred Murillo <kmurillo4@pipeline.sbccc.edu> wrote:

Trustee Gallardo,

I think this is a more helpful format. Let know what you think. Not all the students in the Group are taking in/person classes.

Kindred

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SBCC Groups	Group Count	Uploaded Vaccination Cards	Percentage	Received Incentive	Exemption
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Staff - Hourly	345	194	56.2%	57	4
Staff - Management	56	56	100%	2	3
Staff Totals	695	537	77.3%	86	18
Student - AH	165	78	47.3%	67	0
Student - CR	12976	7159	55.2%	4982	154
Student - NC	3801	2085	54.9%	1387	13
Student Totals	16942	9322	55%	6436	167
Totals	18680	10404	55.7%	6561	191

Terms Used (Column Heads)

SBCC Groups: These are different populations at the College.

Group Count: The number of people in that particular group. So, the "Group Count" for the row "Faculty - Adjunct" refers to the number of people who have adjunct faculty status according to Banner.

C D E
31

was made of Jarrod Bradley, a teacher of AP Physics, marketing and tennis coach at San Marcos High School.

Effective immediately, the employee will be placed on a compulsory leave of absence. The district will collaborate with the Santa Barbara Police Department in the ongoing investigation. Jarrod Bradley was booked on charges of Penal Code 288.2 and Penal Code 288.3.

Anyone wishing to provide additional information please contact the Santa Barbara Police Detective sergeant Larson 805-897-2347.

Thank you,

Kip Glazer, Ed.D.
Principal

We have a meeting on Monday to discuss with the appropriate contacts at SBUSD. We will follow the protocol through human resources appropriately, and issue a statement. Talking points are being developed if you receive any contact from the media.

Hopefully we will know more tomorrow.

Respectfully,

Kindred



Kindred Murillo, Ed.D.
Superintendent/President

721 Cliff Drive,
Santa Barbara, CA 93109
805) 730-4011 mobile 530-307-1627 • kmurillo4@pipeline.sbccc.edu

Kate Parker
Board of Trustees
Santa Barbara City College, Area 7

vggallardo@pipeline.sbccc.edu Veronica Gallardo
To: kmurillo4@pipeline.sbccc.edu Kindred Murillo

Friday, October 1, 2021 at 9:13:54 PM Pacific Daylight Time

Thanks, news broke out about this earlier today before it was news online & the community is aware. We have a board policy that we recently approved to deal with this, will the colleges statement make reference of that?

I realize you are out of town, the community is already asking questions, this isn't the first the community hears of faculty members behaving inappropriately....

Veronica

On Oct 1, 2021, at 8:24 PM, Kindred Murillo <kmurillo4@pipeline.sbccc.edu> wrote:

C D 32

Good Evening of Board of Trustees,

This evening Dr. Scott informed me that we have an instructor in our dual enrollment program teaching two marketing classes that was arrested on suspicion of sending explicit photos to a minor.

Link to Article on Teacher San Marcos High School

I am in contact with our college counsel and requested talking points for you if you are contacted by the media. This faculty member was submitted to SBCC as one of SBUSD's choices for faculty members for the dual enrollment program so he is considered our instructor for the dual enrollment program as we pay him a stipend. He meets the college's qualifications.

The following is the message sent out by SBUSD: (supplied by Craig Price)

San Marcos High School Families and Staff,

Santa Barbara Police Department notified us today that they made an arrest of one of our employees on charges associated with online solicitation of a minor. According to Lt. Detective Joshua Morton, an arrest was made of Jarrod Bradley, a teacher of AP Physics, marketing and tennis coach at San Marcos High School.

Effective immediately, the employee will be placed on a compulsory leave of absence. The district will collaborate with the Santa Barbara Police Department in the ongoing investigation. Jarrod Bradley was booked on charges of Penal Code 288.2 and Penal Code 288.3.

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Respectfully,

Kindred



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Superintendent/President

721 Cliff Drive,
Santa Barbara, CA 93109
805) 730-4011 mobile 530-307-1627 • kmurillo4@pipeline.sbccc.edu

C D 33

adjunct, as he may only be a SBUSD employee paid a stipend, and not our employee. I have human resources looking into that. We will follow appropriate processes.

I texted you a prepared statement and I continue to work from my home and have been working on this pretty steady since notified. If I am on vacation I will appoint an acting Interim Superintendent/President to take time off which I have not done since I arrived. The Board will always be advised of that.

We will hopefully have more information soon.

Thank you,

Kindred

On Fri, Oct 1, 2021 at 9:13 PM Veronica Gallardo <vggallardo@pipeline.sbccc.edu> wrote:
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Anyone wishing to provide additional information please contact the Santa Barbara Police Detective sergeant Larson 805-897-2347.

C D 34

Thank you,

Kip Glazer, Ed.D.
Principal

We have a meeting on Monday to discuss with the appropriate contacts at SBUSD. We will follow the protocol through human resources appropriately, and issue a statement. Talking points are being developed if you receive any contact from the media.

Hopefully we will know more tomorrow.

Respectfully,

Kindred



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Superintendent/President

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pohaslund@gmail.com Peter Haslund
To: kmurillo4@pipeline.sbcc.edu Kindred Murillo

Saturday, October 2, 2021 at 6:01:17 PM Pacific Daylight Time

Veronica has often used the expression, "the community is" causing me to wonder — which community? How many in that community?

And you have NO need to respond to implied inquiries about your whereabouts. If she has questions about that, the appropriate source of information would be the Board President.

We are now in Paso Robles helping a friend of Karen's celebrate a birthday. Perhaps I should tell Veronica??

Cheers!

Peter

On Oct 2, 2021, at 3:39 PM, Kindred Murillo <kmurillo4@pipeline.sbcc.edu> wrote:

Trustee Gallardo,

Thank you for connecting.

We will use and provide you with the appropriate Board policy, Education Code and Title 5 regulations if we need to take action. Good news is he is an adjunct at best and not even sure he is officially an adjunct, as he may only be a SBUSD employee paid a stipend, and not

C D
35



From: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Subject: 5. Randomized Vaccine Enforcement
Date: August 23, 2022 at 6:13 PM
To: Kindred Murillo kmurillo4@pipeline.sbccc.edu

5. **"Randomized Vaccine Enforcement:** Students and employees are no longer required to check in at the COVID Welcome Tables. Instead, the COVID team will conduct random checks in classrooms and campus buildings to check students' and employees' COVID vaccination status."

Hi Kindred,

There has to be another way to do this. This is not the culture of belonging we strive for at SBCC. There are so many terrible associations that come to mind when one reads this.

I am especially concerned for the students that already reached out to the college and communicated how they were treated. The reality is people are mean spirited and students have reported terrible treatment. I can connect you with a father who shared his story about how his daughter was treated.

I really think #5 needs to be revised immediately. I know you would never treat students unkindly, but COVID vaccine mandates and protocols have led people to treat the unvaccinated or vaccine exempted terribly.

Thank you and call me if you want to discuss.

Veronica

C D E
36

From: Kindred Murillo kmurillo4@pipeline.sbcc.edu
Subject: Re: COVID Vaccine Requirement Exemptions - Santa Barbara City College
Date: September 7, 2022 at 10:57 AM
To: Veronica Gallardo vggallardo@pipeline.sbcc.edu
Cc: Kate Parker kparker1@pipeline.sbcc.edu, Jonathan Abboud jabboud@pipeline.sbcc.edu
Bcc: Kindred Murillo kmurillo4@pipeline.sbcc.edu



Trustee Gallardo,

I really don't think that is necessary, the fact is Resolution 1 is still in effect, while I might be quoted saying something in a meeting, it doesn't change that fact, and what we are doing as a district. If I misled you with my answer I apologize.

I'm circling Kate and Jonathan on my response, because I keep feeling you are looking for gotchas, and it is bothersome to me.

Thank you,

Kindred

On Tue, Sep 6, 2022 at 1:50 PM Veronica Gallardo <vggallardo@pipeline.sbcc.edu> wrote:
Hi Kindred,

Do you want to call me and we can look at the board video together?

Thank you,

Veronica

On Sep 6, 2022, at 1:01 PM, Kindred Murillo <kmurillo4@pipeline.sbcc.edu> wrote:

Good Afternoon Veronica,

Thank you for your comment, and I am not sure that was all I said. We are not checking in people, actively checking people, and Resolution 1 is still in effect. We continue to try to move the college to the CDC guidelines. I also said in the policy committee meeting that I am leaving Resolution 1 in place until December when I hope by then we have adopted a resolution noting we are following CDC guidelines. Trying to get a policy and procedure in place is not working.

The website notes what is in Resolution 1 except I have authorized with my powers not to require N95 and KN95 masks.

Thank you,

Kindred

On Tue, Aug 23, 2022 at 8:53 PM Veronica Gallardo <vggallardo@pipeline.sbcc.edu> wrote:
Hi Kindred,

This page needs to be updated to mirror the "strongly recommended" language with regard to N95 vs. being required. Also, I recall at the last board meeting that I asked what parents had to do to have their kids on campus and all you said was mask and vaccine exemption. You didn't say anything about weekly testing. This needs to be updated too.

Thank you,

Veronica

<https://www.sbcc.edu/covid-19/vaccine-requirement-info/covid-vaccine-exemption.php>

--

Kindred Murillo, Ed.D.
Superintendent/President

CD 38

From: Kate Parker klparker1@pipeline.sbccc.edu
Subject: Re: COVID Vaccine Requirement Exemptions - Santa Barbara City College
Date: September 10, 2022 at 9:01 PM
To: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Cc: Kindred Murillo kmurillo4@pipeline.sbccc.edu, Jonathan Abboud jabboud@pipeline.sbccc.edu



Hi, Veronica,

Wow, this chain is upsetting. You're crossing the line by making demands of Kindred as an individual board member, by stepping into administrative responsibilities, and by repeatedly emailing her on the same issue when you've already received a response. I know you would never intentionally be unkind and disrespectful to anyone, so I'm surprised and saddened at how you're interacting with the Superintendent/President.

Since I've seen this unfortunate conduct multiple times over the past year, I'll remind you now of the Board's Code of Ethics/Standards of Conduct (BP 2715) and the procedures that are in place for getting back on track. Your interactions with Kindred violate the policy, beginning with "The Board expects its members to work collegially with each other and the Superintendent/President" and continuing through points outlining that authority rests with the Board as a *whole* in its legally constituted meetings, the distinction between Board and staff roles, and the expectation that we will maintain respectful communication. Under BP 2715, violations are first to be addressed by the board president. To that end, let's you and I talk this through. When can you meet online or in person?

Kate

On Wed, Sep 7, 2022 at 1:11 PM Veronica Gallardo <vggallardo@pipeline.sbccc.edu> wrote:

Hi Kindred,

Why don't we meet in person? If others want to join, the better!

Thank you,

Veronica

On Sep 7, 2022, at 10:57 AM, Kindred Murillo <kmurillo4@pipeline.sbccc.edu> wrote:

Trustee Gallardo,

I really don't think that is necessary, the fact is Resolution 1 is still in effect, while I might be quoted saying something in a meeting, it doesn't change that fact, and what we are doing as a district. If I misled you with my answer I apologize.

I'm circling Kate and Jonathan on my response, because I keep feeling you are looking for gotchas, and it is bothersome to me.

Thank you,

Kindred

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Hi Kindred,

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Thank you,

Veronica

On Sep 5, 2022, at 1:51 PM, Kindred Murillo <kmurillo4@pipeline.sbccc.edu> wrote:

Good Afternoon Veronica,

Thank you for your comment, and I am not sure that was all I said. We are not checking in people, actively checking people, and Resolution 1 is still in effect. We continue to try to move the college to the CDC guidelines. I also said in the policy committee meeting that I am leaving Resolution 1 in place until December when I hope by then we have adopted a resolution noting we are following CDC guidelines. Trying to get a policy and procedure in place is not working.

The website notes what is in Resolution 1 except I have authorized with my powers not to require N95 and

ACD 39



From: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Subject: Re: COVID Vaccine Requirement Exemptions - Santa Barbara City College
Date: September 11, 2022 at 8:38 AM
To: Kate Parker klparker1@pipeline.sbccc.edu
Cc: Kindred Murillo kmurillo4@pipeline.sbccc.edu, Peter Haslund pohaslund@pipeline.sbccc.edu

Good Morning Kate,

I disagree with your assessment. It is not accurate and there is no violation.

This board has been attempting to bring up BP 2715. It's a biased attempt because my policy recommendations don't fall in line with the boards narrative.

Kindred, you have a role in this as well, as I am one of your seven elected board member. Peter helped facilitate that conversation. I am still extending an invitation to follow up and meet in person with you. Let's start by reviewing and further discussing cultural norms in communication since you focus on "anti-racism".

Let's meet in person.

I look forward to our conversation with you both,

Veronica

On Sep 10, 2022, at 9:01 PM, Kate Parker <klparker1@pipeline.sbccc.edu> wrote:

Hi, Veronica,

Wow, this chain is upsetting. You're crossing the line by making demands of Kindred as an individual board member, by stepping into administrative responsibilities, and by repeatedly emailing her on the same issue when you've already received a response. I know you would never intentionally be unkind and disrespectful to anyone, so I'm surprised and saddened at how you're interacting with the Superintendent/President.

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Thank you,

Kindred

ACD 40



From: Kate Parker klparker1@pipeline.sbcc.edu
Subject: Re: COVID Vaccine Requirement Exemptions - Santa Barbara City College
Date: September 13, 2022 at 10:07 AM
To: Veronica Gallardo vggallardo@pipeline.sbcc.edu
Cc: Kindred Murillo kmurillo4@pipeline.sbcc.edu, Peter Haslund pohaslund@pipeline.sbcc.edu

Hi, Veronica.

I'll check in with Peter today and send you some possible meeting times.

Kate

On Sun, Sep 11, 2022 at 8:38 AM Veronica Gallardo <vggallardo@pipeline.sbcc.edu> wrote:
 Good Morning Kate,

I disagree with your assessment. It is not accurate and there is no violation.

This board has been attempting to bring up BP 2715. It's a biased attempt because my policy recommendations don't fall in line with the boards narrative.

Kindred, you have a role in this as well, as I am one of your seven elected board member. Peter helped facilitate that conversation. I am still extending an invitation to follow up and meet in person with you. Let's start by reviewing and further discussing cultural norms in communication since you focus on "anti-racism".

Let's meet in person.

I look forward to our conversation with you both,

Veronica

On Sep 10, 2022, at 9:01 PM, Kate Parker <klparker1@pipeline.sbcc.edu> wrote:

Hi, Veronica,

Wow, this chain is upsetting. You're crossing the line by making demands of Kindred as an individual board member, by stepping into administrative responsibilities, and by repeatedly emailing her on the same issue when you've already received a response. I know you would never intentionally be unkind and disrespectful to anyone, so I'm surprised and saddened at how you're interacting with the Superintendent/President.

Since I've seen this unfortunate conduct multiple times over the past year, I'll remind you now of the Board's Code of Ethics/Standards of Conduct (BP 2715) and the procedures that are in place for getting back on track. Your interactions with Kindred violate the policy, beginning with "The Board expects its members to work collegially with each other and the Superintendent/President" and continuing through points outlining that authority rests with the Board *as a whole* in its legally constituted meetings, the distinction between Board and staff roles, and the expectation that we will maintain respectful communication. Under BP 2715, violations are first to be addressed by the board president. To that end, let's you and I talk this through. When can you meet online or in person?

Kate

On Wed, Sep 7, 2022 at 1:11 PM Veronica Gallardo <vggallardo@pipeline.sbcc.edu> wrote:

Hi Kindred,

Why don't we meet in person? If others want to join, the better!

Thank you,

Veronica

On Sep 7, 2022, at 10:57 AM, Kindred Murillo <kmurillo4@pipeline.sbcc.edu> wrote:

Trustee Gallardo,

I really don't think that is necessary, the fact is Resolution 1 is still in effect, while I might be quoted saying something in a meeting, it doesn't change that fact, and what we are doing as a district. If I misled you with my answer I apologize.

ALD 41

From: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Subject: Re: COVID Vaccine Requirement Exemptions - Santa Barbara City College
Date: September 13, 2022 at 11:00 AM
To: Kate Parker klparker1@pipeline.sbccc.edu
Cc: Kindred Murillo kmurillo4@pipeline.sbccc.edu, Peter Haslund pohaslund@pipeline.sbccc.edu



Good Morning Kate,

Let me clarify, I'm extending an invitation to follow up with Kindred after our last conversation we had with Peter.

I'm happy to also have a conversation with you, Kate and Kindred, (and Peter if he'd like to join) so that Kindred and I can give you the background to the conversation we had that evening, that preceding this email conversation, you have reference in your email claiming there was a violation of BP2715.

You are missing a lot of context Kate. You will see, there is no violation here. And, that you don't have all the information. Hence your assessment is not accurate.

Talk to you guys soon,

Veronica :)

On Sep 13, 2022, at 10:07 AM, Kate Parker <klparker1@pipeline.sbccc.edu> wrote:

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Kate

ACD 42

From: Kindred Murillo kmurillo4@pipeline.sbcc.edu
Subject: Re: Cyberattack forces Iowa's largest school district to cancel classes | K-12 Dive
Date: January 12, 2023 at 6:19 AM
To: Veronica Gallardo vggallardo@pipeline.sbcc.edu
Cc: jabboud@pipeline.sbcc.edu



Good Morning Trustee Gallardo,

Do you mean do we have an update on cyber attacks scheduled or an update on the cyber security? I am thinking you mean the latter. We have a cyber security report scheduled for a March study session.

Thank you,

Kindred

On Wed, Jan 11, 2023 at 8:53 PM Veronica Gallardo <vggallardo@pipeline.sbcc.edu> wrote:
Hello Kindred :)

Do we have an SBCC update scheduled? I recall discussing this after LAUSDs most recent cyber attack & I believe a board update was coming...

Thank you!

https://www.k12dive.com/news/cyberattack-iowa-largest-school-district/640167/?utm_source=Salithru&utm_medium=email&utm_campaign=Issue:%202023-01-11%20K-12%20Dive%20%5Bissue:47229%5D&utm_term=K-12%20Dive



Kindred Murillo, Ed.D.
Superintendent/President

721 Cliff Drive,
Santa Barbara, CA 93109
805) 730-4011 mobile 530-307-1627 • kmurillo4@pipeline.sbcc.edu

CO 43

From: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Subject: Dual Enrollment Registration Fall 2022
Date: August 14, 2022 at 11:41 AM
To: Kindred Murillo kmurillo4@pipeline.sbccc.edu



Hi Kindred,

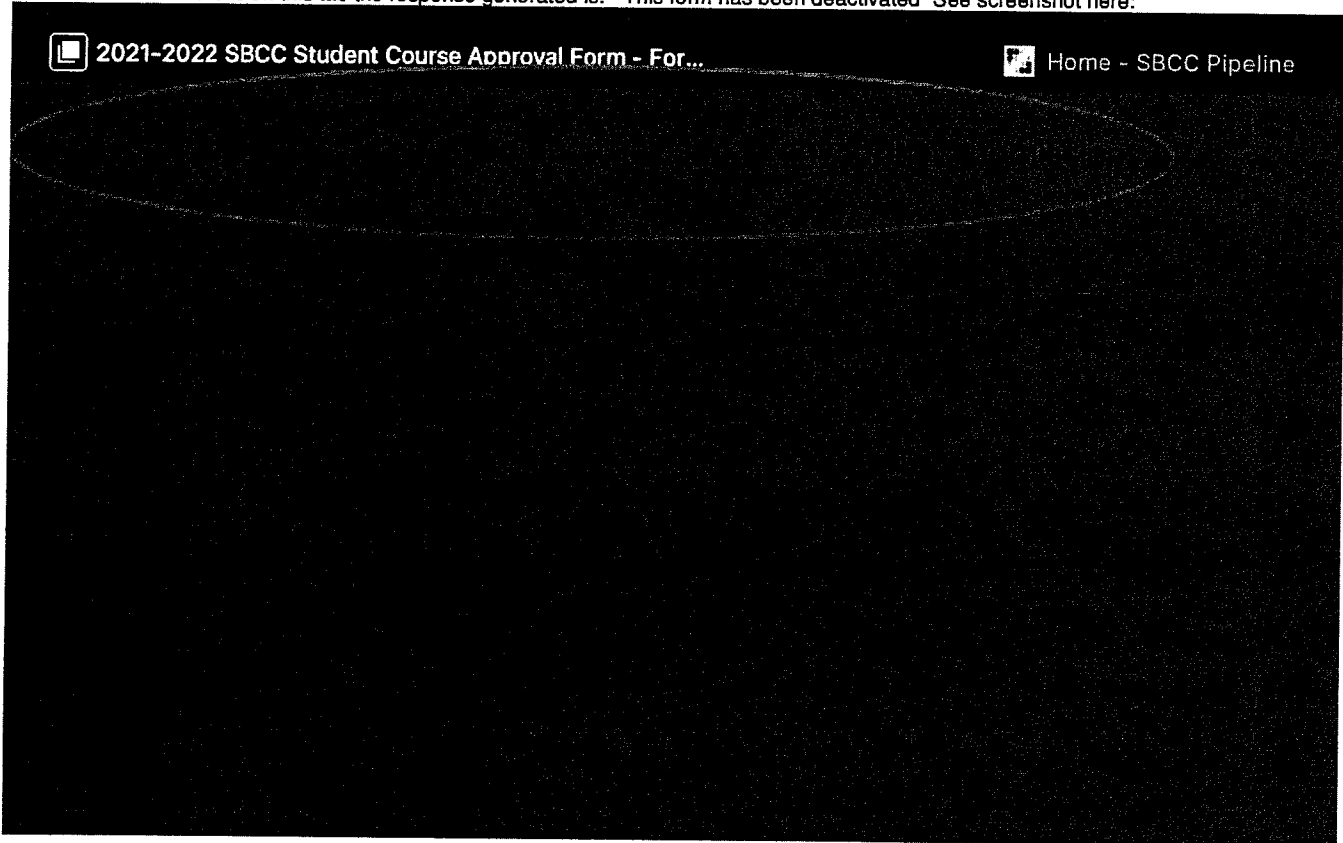
Dual Enrollment Registration for Fall 2022 is still having some issues.

The tab titled: SBUSD and CHS: Course Approval Form:



image1.jpeg
Downloading...

When one clicks on this tab the response generated is: "This form has been deactivated" See screenshot here:



We googled contact dual enrollment and were able to find an email address dualenrollment@sbccc.edu to email and seek further guidance.

We sent an email to Dual Enrollment and this was the reply:

DE Dual Enrollment Inbox - Gmail 11:18 AM
Re: Counselor Approval Form
To: [REDACTED]

Thank you for your email. Our office will respond within 2-3 business days. Please

C D 44

refer to the information below to assist you in completing the steps to enrollment.

We appreciate your patience and understanding as we verify and process your request.

The Dual Enrollment Team

As you can see, there is no "information below to assist in completing the steps to enrollment".

Additionally, the response is they will reply in 2-3 days.

There has to be a better solution to all of this. School starts Friday for our SB High Schools and the High School Counselors are working around the clock getting schedules ready for students.

I hope we can solve this problem soon :) This has been a problem for years.

Thank You,

Veronica

CD

45

From: Kindred Murillo kmurillo4@pipeline.sbcc.edu
Subject: Re: Facilities and Community Relations Committee Meeting Dates for 2023
Date: March 30, 2023 at 12:12 PM
To: Veronica Gallardo vggallardo@sbcc.edu
Cc: Jonathan Abboud jabboud@pipeline.sbcc.edu, Anna Everett aevertt2@pipeline.sbcc.edu, Ellen Stoddard evstoddard@pipeline.sbcc.edu, Robert Miller rmiller6@pipeline.sbcc.edu
Bcc: Brian Fahnestock befahnestock@pipeline.sbcc.edu

Trustee Gallardo,

We are currently working on multiple facilities related items, and will not be ready to have a meeting in April. I am working with Vice President Fahnestock to determine the best dates for meetings based on the 5 year construction plan, and any Initial Project Proposals (IPPs) and Final Project Proposals (FPPs). We think May is a better time frame for a facilities and community relations committee meeting. The above plans are due this summer and should have a review from the FCR committee before going to the full Board.

The PE Building preliminary recommendation for a timeline discussion, and a discussion for the bond is moving to the full Board Study Session, April 13, 2023 per the request of the Board President because it was too much to include on the April 6, 2023 agenda.

Board study session meeting - April 6, we are going over the Progress toward Goals, the Institutional Effectiveness Report, and the Strategic Plan.

We have a regular meeting on April 20th.

We have only so much staff to accomplish all the wants of the Board.

Thank you,

Kindred

On Wed, Mar 29, 2023 at 12:07 PM Veronica Gallardo <vggallardo@sbcc.edu> wrote:
Yes, let's add this to the next board meeting agenda to discuss, please.

For now, Kindred, we do need to meet in April. You asked us not to meet until April to give the team time.

Thank you!

Veronica :)

On Tue, Mar 28, 2023 at 10:12 PM Jonathan Abboud <jabboud@pipeline.sbcc.edu> wrote:
Hi all,

Yes, I asked we make this committee once a quarter instead of monthly. We still have 2 other important committees plus 2 board meetings per month to handle - brown act committees are no joke in terms of time spent preparing and executing them. It's better to do less at a higher quality than more at a lower quality.

Our finance committee may need to meet more than once a quarter now during budget season, but that's a short term need. Policy committee hasn't met yet and needs the staff time to do so. We sadly don't have unlimited staff time.

Our committees are not working bodies to produce anything, they are spaces for board members to digest information ahead of the board meeting and report to the full board what they learned for a board decision. The committee has done a great job looking at the bond and PE building, and now it's up to the board as a whole to hear those items and give direction to staff on how to move forward. I can understand maybe one more time at the committee in spring quarter before coming to the board. There is simply no prevailing need to meet monthly at this time when taking account the many other priorities our board has delegated to our superintendent.

However, the board, as a whole, has every right to set the schedule for its various committees and we can take the quarterly meeting schedule to the board for review. I'm happy to do that at the next regular meeting in mid/late April.

Thank you,

Jonathan A. Abboud

From: Veronica Gallardo vggallardo@sbcc.edu
Subject: Facilities and CoMunich Relations Subcommittee & Meeting with Brian
Date: March 2, 2023 at 10:52 AM
To: Kindred Murillo kmurillo4@pipeline.sbcc.edu

Hi Kindred,

When do you have a few moments to meet?

We need to look at the 2023 F&Comm.Relations committee calendar. I thought it was going to be placed on the 2/27/23 agenda, but it wasn't.

Also, I still want to meet with our VP, Brian to learn more about the numbers he is seeing. With zoom meetings the last year and half I want to make sure I'm understanding things correctly.

Thank you!

Veronica

< 47

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From: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Subject: Re: Fiscal & Policy Update: Augsut 2022
Date: August 7, 2022 at 8:57 AM
To: Kindred Murillo kmurillo4@pipeline.sbccc.edu



Good Morning,

Please say more about Mr. Moore's text to Lyndsay and the events the lead to this.

Thank you,

Veronica

On Aug 5, 2022, at 5:39 AM, Kindred Murillo <kmurillo4@pipeline.sbccc.edu> wrote:

Good Morning Trustees,

In case you are interested in this depth of information, the Chancellor's Office issued this compilation of information related to the budget this year.

Also, Peter Moore sent Lyndsay a text yesterday and said they are no longer interested in the La Playa Stadium. I don't have any details.

Thank you,

Kindred

----- Forwarded message -----

From: Navarette, Lizette <lnavarette@ccccco.edu>
Date: Thu, Aug 4, 2022 at 4:21 PM
Subject: Fiscal & Policy Update: Augsut 2022
To: <CEO-ALL@listserv.ccccco.edu>



image001.jpg

Downloading...

FISCAL & Policy Update

August 4, 2022

2022 Annual Budget Workshop

The 2022-23 State Budget provides essential resources to California Community Colleges aligned to key priorities in the *Vision for Success*. Join the Chancellor's Office for an overview of the 2022-23 state budget and delve into the necessary tools and information to support districts' fiscal planning processes. The Annual Budget Workshop will cover details on the state budget impact on colleges, focus on the major policy issues, and provide highlights of planned allocation schedules and guidance. To increase access to this important information, the 2022 Annual Budget Workshop will again be virtual. Don't miss this informative event.

Date: Thursday, August 25, 2022

Time: 9:00 AM – 1:00 PM

From: Veronica Gallardo vggallardo@sbcc.edu
Subject: Re: Fw: Brian Fahnestock Resume
Date: November 18, 2022 at 8:47 AM
To: Kindred Murillo kmurillo4@pipeline.sbcc.edu

Hi Kindred,

Thank you for letting us know :) **Let's talk about this when you return.**

Have a safe trip back!

Veronica

On Thu, Nov 17, 2022 at 7:31 AM Kindred Murillo <kmurillo4@pipeline.sbcc.edu> wrote:

Good Morning Board of Trustees,

There are about 14 college employees including two Trustees at CCLC and I am really happy we have a large group here. I am excited that college leaders are taking building capacity very seriously this year so I believe the reserves you gave us for professional learning are well spent.

I have been doing some research and had a discussion with Brian Fahnestock who used to work at SBCC and is currently at UC Irvine as the interim CBO. See attached resume.

He wants to come back and work in Santa Barbara, and I am liking what I am seeing in his work and professional experience. We currently pay \$187,087 for our VP's and he would need to make \$200,000 k to get him to leave his current job. The 12,913 that is the difference would easily be made up in savings since I would not have to pay for his expenses as he already lives here.

It is hard to rent anything furnished in Santa Barbara that is decent for less than \$300 per day which is \$9,300 per month. So even if I gave a \$4,000 housing allowance I am still paying out \$48,000 for housing someone for a year.

Bottom line is it would be less expensive to negotiate a \$200,000 salary with Brian than it would be to pay another person's salary plus expenses.

I would like to offer him an interim 8 month contract from January 1, 2023 to August 31, 2022 for the Interim CBO. This will give the new president a chance to hire their own CBO as I can start the recruitment in May and have candidates ready for them to consider by late July.

I wanted to let you know this is what I am thinking before I move into negotiations with him just in case there are some issues I am unaware of which there usually are.

Please let me know if you have issues with what I am thinking.

Thank you,

Kindred

--



Kindred Murillo, Ed.D.
Superintendent/President

721 Cliff Drive,
Santa Barbara, CA 93109
805) 730-4011 mobile 530-307-1627 • kmurillo4@pipeline.sbcc.edu

From: Veronica Gallardo vggallardo@sbcc.edu
Subject: March 15th Deadline
Date: March 2, 2023 at 2:06 PM
To: Kindred Murillo kmurillo4@pipeline.sbcc.edu



Hi Kindred,

The board meeting is after the 15th deadline, has the college given notices already, and what is the scope?

Thank you,

Veronica

From: Jacqueline Inda jacquelineinda@gmail.com
Subject: Re: Cinco de mayo event
Date: February 9, 2023 at 2:34 PM
To: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Cc: Kindred Murillo kmurillo4@pipeline.sbccc.edu

Thank you so much.

I recall going to the Cinco de mayo festivals at sbccc when I was a child.

It was a fine memory that helped many of us step onto campus as children.

Those precious memories made sbccc a familiar space when I first stepped on to that campus as a transitioning youth out of fostercare into higher education.

Amazing.

On Thu, Feb 9, 2023, 2:22 PM Veronica Gallardo <vggallardo@pipeline.sbccc.edu> wrote:
It's great to hear from you, Jaquill

I noticed Kindred (Superintendent/President who you met) wasn't on this email. I added her here. SBCCC has a facilities request process she can share with you.

This event sounds wonderful, thank you for spearheading this effort. I still remember these events as a child :)

Cuidate,

Veronica

On Feb 8, 2023, at 9:05 PM, Jacqueline Inda <jacquelineinda@gmail.com> wrote:

Hello,

Many years ago, there was a festival in town called the Cinco de Mayo Festival.

It was a multicultural event that provided value to our Latino community. More importantly, it provided the only equitable Latino led event effort in the downtown corridor of the most prominent city of the county.

Unfortunately, because of rigorous city restraints. This event has stopped within the entire region.

We would like to inform you that we are hoping to get this great event going once more.

Our community effort is leading a launch to restart this event.

Traditionally, this historic festival was held downtown, it was a three day festival, and provided support to causes as it invigorated small majority-minority owned businesses.

As we drive the new effort and gain momentum behind it, we hope to start this year with a one-day event. This, to be held in the afternoon of the 6th or 7th of the month of May 2023. Starting small will help us plan a successful transition into a more robust traditional festival.

We are looking for an outside venue and need your help.

We know that city regulations prevent us from hosting this year's event in a park or street setting.

We are hoping to secure an open space within city limits that will partner with us.

Please help us explore options within the time restraints we have ahead of us.

From: Veronica Gallardo vggallardo@pipeline.sbcc.edu
Subject: Re: Grant to Educate Incarcerated Student
Date: December 30, 2022 at 10:09 PM
To: kmurillo4@pipeline.sbcc.edu
Cc: jabboud@pipeline.sbcc.edu



Can we get an update on this?

Veronica

On Jul 6, 2021, at 3:08 PM, Utpal Goswami <ugoswami@pipeline.sbcc.edu> wrote:

Trustees,

I am happy to report that Santa Barbara County has been awarded a \$2.4 million Department of Labor grant to educate incarcerated students. Both SBCC and Alan Hancock College collaborated with the county on this grant and will be the educational providers in south and north county. We look forward to working with the Sheriff's department to expand our services to incarcerated students.

Regards,

Utpal

--

Utpal K. Goswami, Ph. D.
Superintendent/President
Santa Barbara City College

From: Veronica Gallardo vggallardo@pipeline.sbcc.edu
Subject: Re: Parking lot #3 fisheries lease proposal
Date: December 15, 2022 at 10:39 AM
To: Kim Selkoe kim@cfsb.info, kmurillo4@pipeline.sbcc.edu



Hi Kim,

Thank you for this information. I am adding Kindred Murillo, Interim Superintendent/President here so that she can help initiate a conversation between yourself, members of your team, and the college.

I am in full support of bringing this to the board, either at a committee meeting as a start, or the full board whichever is most appropriate. We have our annual organization meeting this afternoon and after today we can work with Kindred and take her lead on the best way to move this forward.

Merry Christmas & Happy Holidays to you and the family!

Veronica :)

On Dec 13, 2022, at 8:36 PM, Kim Selkoe <kim@cfsb.info> wrote:

Hi Veronica,

Ben and I so enjoyed chatting with you and Juan at Lindsay's party on Saturday!

I have attached a map with a preliminary sketched boundary of the carve out we are hoping to achieve. This will address the City's outstanding need to provide adequate storage space close to the harbor for fisheries per the Coastal Act. The space would be used for trailered fishing vessels (all small boats), and a few shipping containers for gear storage. We would negotiate an annual rent and lease terms that meet the needs of SBCC.

We have been working closely with city and county leaders for more than 5 years to find a site to solve this problem. Rebecca Bjork has asked us to approach the Board of Trustees directly about finding support to use a small portion of Lot #3.

I can send you a formal proposal to share with the board, but in a nutshell...

The carve out would take up about ~12% of the ~150 parking spaces in the lot - ones at the farthest end that are probably less used. Note that the area at the tip of the triangle looks in the photo to be unpaved, but to our knowledge, it is soil and debris dumped over pavement that could perhaps be removed to create more usable space.

The CC has \$700 million in new grant funding and has told us this type of project is completely eligible for funding. Our plan would be to use Coastal Conservancy grant funds to cover the cost of prepping the site, working out the legal agreements that will be needed, the cost of permitting (including Coastal Commission), and beautifying the parking lot. In addition, it is possible the grant would cover or subsidize the annual rent. The grant could also wrap in additional budget for other campus needs that fall within the goals of the Coastal Conservancy (restoration and public access). The Waterfront Dept has allocated \$50K already to cover the cost of preparing a grant application.

I can provide letters of support for this specific project from City Council, County Board of Supervisors, Salud Carbajal, Monique Limon and the Chamber of Commerce. I don't have those in hand yet, but I am highly confident of getting them quickly. I do have in hand copies of unanimous city council and county supervisor votes in favor of supporting and prioritizing finding a home for fisheries shore side space close to the harbor.

Looking forward to discussing this further with the Trustees!

Thank you so much for your help!

Happy Holidays,

Kim

--

Kim Selkoe, Ph.D.

Executive Director

Commercial Fishermen of Santa Barbara, a 501 (c)3 non-profit

Cell: 805-259-7476

Web: <https://www.google.com/url?q=https://www.google.com/url?q%3Dhttps://cfsb.info%26source%3Dgmail->

[imap%26ust%3D1671597429000000%26usg%3DAOvVaw2_ChcVQ-uEfz-VXH7wJ8kn&source=gmail-](https://www.google.com/url?q=https://www.google.com/url?q%3Dhttps://cfsb.info%26source%3Dgmail-)

[imap&ust=1671734344000000&usg=AOvVaw2ifp5cMrN8DgbwmGMdcghc](https://www.google.com/url?q=https://www.google.com/url?q%3Dhttps://cfsb.info%26source%3Dgmail-)

<SBCC Lot 3 carve out.png>

From: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Subject: Re: SBCC Vax Mandate and On-line Class
Date: July 25, 2022 at 1:38 PM
To: tezrahti tezrahti@protonmail.com
Cc: Kindred Murillo kmurillo4@pipeline.sbccc.edu



Good Afternoon Ms. Ezrahti,

Thank you for reaching out. The situation you and your family are facing is terrible and I'm so sorry you are going through this. I am adding Ms. Kindred Murillo, Interim SBCC President to this reply so she can look into why your sons exams were handled the way they were by SBCC.

We have strong articulation agreements with various colleges and universities and SBCC should be able to look into this for you.

Again, thank you for sharing your experience and I will remain hopeful that we can support your family.

We'll be in touch,

Veronica

On Jul 25, 2022, at 12:37 PM, tezrahti <tezrahti@protonmail.com> wrote:

Dear Mrs. Gallardo,

My son graduated from San Marcos High in 2020. He has been attending SBCC full-time since then and is transferring to the University of Arizona (U of A) this fall with straight A's. Due to the Covid vaccine mandates all of his classes have been on-line and all but two have been asynchronous.

In meeting with his academic advisor at U of A he was informed that his math classes would not transfer because the exams were not proctored. For this reason alone, on-line classes are not equivalent to in-person classes. Combine that with asynchronous, classes offering zero interaction with instructors and other students, and you get an inferior and unequal education. My son hopes to minor in American Sign Language (ASL) and is required to test into ASL classes at U of A. We have a family friend who is deaf and used to teach ASL. Our friend was shocked at how little my son was able to converse after receiving A's for three semesters of on-line, asynchronous ASL at SBCC.

Not only was it hurtful and unfair that he was not allowed on campus with his friends and girlfriend but he let go of his long time dream and changed his major due to three classes he needed that were only offered in person. Now he is shocked that the math classes he worked so hard at will not count and he is deficient in ASL. This will impact his timing and finances. He will need an additional semester to graduate and must pay out of state tuition for these classes he thought were completed.

I wanted to make you aware of this additional way SBCC's irrational and unscientific vaccine policy is discriminating against students while providing no public health benefit. My son is a low income Latino student who has worked very hard to achieve academic success. He is paying for his own college and although we are grateful for The Promise and the free education he has received at SBCC, it was a shock to find out after the fact, that his math classes wouldn't count because the exams were not proctored.

Sincerely,
Tahara Ezrahti

Sent with [Proton Mail](#) secure email.

C 54



From: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Subject: Re: updated covid vaccine numbers
Date: August 16, 2022 at 8:25 PM
To: Kathryn Lape klape@pipeline.sbccc.edu
Cc: Kindred Murillo kmurillo4@pipeline.sbccc.edu, Kate Parker klparker1@pipeline.sbccc.edu

Thank you Kathryn,

I am copying Kindred here. Kindred, can we get this on the board agenda soon, Thursday or Saturday.

Kathryn's request is very appropriate and these reports were routinely provided in the past.

Please don't give her the runaround by making her go through the Office of Communications. Kathryn is passionate about the SBCC Mission and is dedicating her personal time and energy to this.

Thank you,

Veronica

On Aug 16, 2022, at 7:04 PM, Kathryn Lape <klape@pipeline.sbccc.edu> wrote:

Hello, Trustee Gallardo

I have requested current data for fall semester on vaccination rates at SBCC, a table previously labeled "vaccination summary" that was part of the monthly COVID report that we last saw in February. I have attached the document. Additionally, I have requested that a current report be included on the agenda for the Board of Trustees meeting.

I hope you and the other Trustees are curious about these figures for fall 2022 as well, and can bring them to light. This important data, reflecting the impact of policies, can be used to make informed decisions

It was mentioned at several BOT meetings that we don't have data that shows how many students are not attending SBCC due to the mandate. I understand that Ventura College surveyed outgoing high school seniors in the area, and found that more students said they would not be attending the college due to the mandate than students who said they would not attend the college if they rescinded the mandate. I applaud their community outreach and efforts to quantify impact of their vaccination policy in the community, it demonstrates their caring and I think is a good example for SBCC.

Thank you,
 Kathryn Lape

----- Forwarded message -----

From: Kathryn Lape <klape@pipeline.sbccc.edu>
Date: Mon, Aug 15, 2022, 5:33 PM
Subject: Re: updated covid vaccine numbers
To: Paloma Arnold <arnoldp@sbccc.edu>

Perfect thank you

On Mon, Aug 15, 2022, 5:21 PM Paloma Arnold <arnoldp@sbccc.edu> wrote:

Hello Kathryn,
 Requests of this nature should be submitted to our Office of Communications. I have passed this request on to Martha Swanson, Executive Director Public Affairs and Communications who will respond accordingly.
 Best,
 Paloma

On Mon, Aug 15, 2022 at 4:13 PM Kathryn Lape <klape@pipeline.sbccc.edu> wrote:

Hello,

Previously available to the public in the COVID monthly report to the Board of Trustees was a chart that enumerated the number of vaccinated people among students and staff, and the number that had not submitted proof of vaccine.

I would like to request current data for fall semester,

Thank you

CD 55



From: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Subject: Survey Question
Date: September 2, 2022 at 2:48 PM
To: Kindred Murillo kmurillo4@pipeline.sbccc.edu
Cc: Kathryn Lape klape@pipeline.sbccc.edu

Hi Kindred,

I'm including Kathryn here because she asked about the survey questions. I just read through the questions and I'm concerned that this survey doesn't address what in needs to. And that is, should we continue with a vaccine mandate?

That survey question is not very direct. It reads something like, should vaccines be up to date.

Kindred, this is not okay. I have head Ms. Lape's concerns along with multiple SBCC community members and families. How can we fix this?

I am hopeful we can all work through this.

Please update this to ask a direct question. Our goal for this community college is access for all regardless of vaccination status.

If I missed something as I clicked through to read the questions please let me know.

Thank you,

Veronica

C D E 56

From: Kindred Murillo kmurillo4@pipeline.sbcc.edu
Subject: Re: COVID Vaccine Requirement Exemptions - Santa Barbara City College
Date: August 24, 2022 at 7:11 AM
To: Veronica Gallardo vggallardo@pipeline.sbcc.edu
Cc: Kate Parker kparker1@pipeline.sbcc.edu

Good Morning Trustee Gallardo,

I asked Martha to make sure we are updated.

Kindred

On Tue, Aug 23, 2022 at 8:53 PM Veronica Gallardo <vggallardo@pipeline.sbcc.edu> wrote:
Hi Kindred,

This page needs to be updated to mirror the "strongly recommended" language with regard to N95 vs. being required. Also, I recall at the last board meeting that I asked what parents had to do to have their kids on campus and all you said was mask and vaccine exemption. You didn't say anything about weekly testing. This needs to be updated too.

Thank you,

Veronica

<https://www.sbcc.edu/covid-19/vaccine-requirement-info/covid-vaccine-exemption.php>



Kindred Murillo, Ed.D.
Superintendent/President

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Santa Barbara, CA 93109
805) 730-4011 mobile 530-307-1627 • kmurillo4@pipeline.sbcc.edu

C 576 a.

From: Kindred Murillo kmurillo4@pipeline.sbcc.edu
Subject: Re: COVID Vaccine Requirement Exemptions - Santa Barbara City College
Date: September 6, 2022 at 1:00 PM
To: Veronica Gallardo vggallardo@pipeline.sbcc.edu



Good Afternoon Veronica,

Thank you for your comment, and I am not sure that was all I said. We are not checking in people, actively checking people, and Resolution 1 is still in effect. We continue to try to move the college to the CDC guidelines. I also said in the policy committee meeting that I am leaving Resolution 1 in place until December when I hope by then we have adopted a resolution noting we are following CDC guidelines. Trying to get a policy and procedure in place is not working.

The website notes what is in Resolution 1 except I have authorized with my powers not to require N95 and KN95 masks.

Thank you,

Kindred

On Tue, Aug 23, 2022 at 8:53 PM Veronica Gallardo <vggallardo@pipeline.sbcc.edu> wrote:
Hi Kindred,

This page needs to be updated to mirror the "strongly recommended" language with regard to N95 vs. being required. Also, I recall at the last board meeting that I asked what parents had to do to have their kids on campus and all you said was mask and vaccine exemption. You didn't say anything about weekly testing. This needs to be updated too.

Thank you,

Veronica

<https://www.sbcc.edu/covid-19/vaccine-requirement-info/covid-vaccine-exemption.php>



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From: Veronica Gallardo vggallardo@pipeline.sbccc.edu
 Subject: Re: COVID Vaccine Requirement Exemptions - Santa Barbara City College
 Date: September 7, 2022 at 1:11 PM
 To: Kindred Murillo kmurillo4@pipeline.sbccc.edu
 Cc: Kate Parker kparker1@pipeline.sbccc.edu, Jonathan Abboud jabboud@pipeline.sbccc.edu

Hi Kindred,

Why don't we meet in person? If others want to join, the better!

Thank you,

Veronica

On Sep 7, 2022, at 10:57 AM, Kindred Murillo <kmurillo4@pipeline.sbccc.edu> wrote:

Trustee Gallardo,

I really don't think that is necessary, the fact is Resolution 1 is still in effect, while I might be quoted saying something in a meeting, it doesn't change that fact, and what we are doing as a district. If I misled you with my answer I apologize.

I'm circling Kate and Jonathan on my response, because I keep feeling you are looking for gotchas, and it is bothersome to me.

Thank you,

Kindred

On Tue, Sep 6, 2022 at 1:50 PM Veronica Gallardo <vggallardo@pipeline.sbccc.edu> wrote:

Hi Kindred,

Do you want to call me and we can look at the board video together?

Thank you,

Veronica

On Sep 7, 2022, at 11:04 AM, Kindred Murillo <kmurillo4@pipeline.sbccc.edu> wrote:

Good Afternoon Veronica,

Thank you for your comment, and I am not sure that was all I said. We are not checking in people, actively checking people, and Resolution 1 is still in effect. We continue to try to move the college to the CDC guidelines. I also said in the policy committee meeting that I am leaving Resolution 1 in place until December when I hope by then we have adopted a resolution noting we are following CDC guidelines. Trying to get a policy and procedure in place is not working.

The website notes what is in Resolution 1 except I have authorized with my powers not to require N95 and KN95 masks.

Thank you,

Kindred

On Sep 7, 2022, at 11:04 AM, Veronica Gallardo <vggallardo@pipeline.sbccc.edu> wrote:

Hi Kindred,
 Do you want to call me and we can look at the board video together?
 Thank you,
 Veronica

DC 58

From: Kindred Murillo kmurillo4@pipeline.sbccc.edu
Subject: Re: COVID Vaccine Requirement Exemptions - Santa Barbara City College
Date: September 14, 2022 at 1:09 PM
To: Kate Parker klparker1@pipeline.sbccc.edu
Cc: Peter Haslund pahaslund@pipeline.sbccc.edu, Veronica Gallardo vggallardo@pipeline.sbccc.edu

All,

Veronica and I had a good discussion. We will find a way to communicate better with each other.

Thank you so much for your concern and assistance.

With respect,

Kindred

On Tue, Sep 13, 2022 at 10:07 AM Kate Parker <klparker1@pipeline.sbccc.edu> wrote:
Hi, Veronica.

I'll check in with Peter today and send you some possible meeting times.

Kate

On Sun, Sep 11, 2022 at 8:38 AM Veronica Gallardo <vggallardo@pipeline.sbccc.edu> wrote:
Good Morning Kate,

I disagree with your assessment. It is not accurate and there is no violation.

This board has been attempting to bring up BP 2715. It's a biased attempt because my policy recommendations don't fall in line with the boards narrative.

Kindred, you have a role in this as well, as I am one of your seven elected board member. Peter helped facilitate that conversation. I am still extending an invitation to follow up and meet in person with you. Let's start by reviewing and further discussing cultural norms in communication since you focus on "anti-racism".

Let's meet in person.

I look forward to our conversation with you both,

Veronica

On Sep 10, 2022, at 9:01 PM, Kate Parker <klparker1@pipeline.sbccc.edu> wrote:

Hi, Veronica,

Wow, this chain is upsetting. You're crossing the line by making demands of Kindred as an individual board member, by stepping into administrative responsibilities, and by repeatedly emailing her on the same issue when you've already received a response. I know you would never intentionally be unkind and disrespectful to anyone, so I'm surprised and saddened at how you're interacting with the Superintendent/President.

Since I've seen this unfortunate conduct multiple times over the past year, I'll remind you now of the Board's Code of Ethics/Standards of Conduct (BP 2715) and the procedures that are in place for getting back on track. Your interactions with Kindred violate the policy, beginning with "The Board expects its members to work collegially with each other and the Superintendent/President" and continuing through points outlining that authority rests with the Board as a whole in its legally constituted meetings, the distinction between Board and staff roles, and the expectation that we will maintain respectful communication. Under BP 2715, violations are first to be addressed by the board president. To that end, let's you and I talk this through. When can you meet online or in person?

Kate

On Wed, Sep 7, 2022 at 1:11 PM Veronica Gallardo <vggallardo@pipeline.sbccc.edu> wrote:
Hi Kindred,

Why don't we meet in person? If others want to join, the better!

C 59

From: Kindred Murillo kmurillo4@pipeline.sbccc.edu
Subject: Confidential Email - Board President and Vice President - Follow up to your inquiry
Date: March 12, 2023 at 11:26 AM
To: Jonathan Abboud jabboud@pipeline.sbccc.edu, Anna Everett aevertt2@pipeline.sbccc.edu
Cc: Craig Price price@g-tlaw.com
Bcc: Kindred Murillo kmurillo4@pipeline.sbccc.edu, Kindred Murillo murillokindred@gmail.com

Good Morning Board President Abboud and Vice President Everett,

Late last March, March Trustee Gallardo called me and told me I needed to fire or "take care of" employees who she believes were involved in an unsavory situation that Trustee Gallardo was involved in at Carpinteria USD which ultimately led to either her resignation or removal (I don't know what ultimately happened). The employees were Ana Garcia, part-time counselor; Chelsea Lancaster, EOPS classified employee; and she said she wasn't sure the name of the faculty member who posted on social media and would get me the information. It later turned out to be Margaret Prothero, faculty and later she sent me a video of Craig Cook, faculty.

After that I conferred with the college counsel Craig Price and also had a second opinion from Trevin Sims, an attorney who I have worked with in the past who has advised me well.

I reviewed the information she sent me and noted to her in a phone call that I could not find any evidence these employees were using their positions at SBCC or that they made their posts during work hours. I followed up with the email below.

Following is the email I sent to her after conferring with the Board president and Craig for the last time.

Later she sent me a text with a video from CUSD and accused Craig Cook of representing SBCC at the Board meeting.

I told her I would look into it and I did review the CUSD board meetings and found that Craig Cook said he was a "faculty member from SBCC"; and did not say he represented SBCC. I advised her of that.

I was recently made aware that she is telling people that there is a big lawsuit coming and that I did nothing to follow up on her complaint regarding SBCC employees. I want to be clear she directed me to fire or "take care" of these employees which was inappropriate for a board member. I looked into it by spending hours going through CUSD board meetings and found no reason to open an investigation. I handled it with graciousness and care not to cause her any more stress that I felt she must be going through, and to keep things calm at SBCC. I am starting to regret that decision.

The reason I am sending this to you is I wanted this all documented. I want this hiring to go well, and for nothing to explode in this process. I just want you to have the documentation if anything comes up.

Thank you both for having the courage to move this board to a better place. You are both trying to create a good environment for the new president and the college. I really appreciate that and I hope Trustee Gallardo will like the next president and not have to endure what I have dealt with for the last 18 months.

I am ccing Craig on this and my plan is to do everything I can to help keep things calm through the rest of this hiring and until my contract ends. I truly respect the majority of the board and have confidence you will get someone who can move this college forward.

With respect,

Kindred

----- Forwarded message -----

From: Kindred Murillo <kmurillo4@pipeline.sbccc.edu>
Date: Thu, Apr 14, 2022 at 8:00 AM
Subject: Follow up to your inquiry
To: Veronica Gallardo <vggallardo@pipeline.sbccc.edu>

Good Morning Trustee Gallardo,

Thank you for having trust in me to share what you have been experiencing. This must be a very difficult period for you, and I want to do whatever I can to support you in your Board role.

I want to make sure and follow up on the concerns you brought to my attention regarding college employees and their outside activities. I checked with the College Counsel, Craig Price and Trevin Sims, Lozano Smith, who is doing some work for us. Both confirmed for me that the postings you provided me appear to be protected free speech under the First Amendment.

Unless you want to raise your concerns to the level of a complaint in which you document all your concerns, I can't give you a definitive answer as to whether any college policies could potentially be implicated. Please refer to Administrative Policy 3435

https://www.sbccc.edu/boardoftrustees/files/policies/chapter_3_ap/AP%203435%20Discrimination%20and%20Harassment%20Complaints%20and%20Investigations.pdf

I know you will make a thoughtful decision as to whether you wish to pursue a complaint. Neither of us want you to proceed down a path that may undermine your role as a board member. You may wish to consult with an attorney about this.

So please advise on how you would like to move forward. And again, please call if you have any questions or concerns.

Respectfully,

Kindred



Kindred Murillo, Ed.D.
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Superintendent/President

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From: Kindred Murillo kmurillo4@pipeline.sbccc.edu

Subject: Fwd: Contact.

Date: July 11, 2023 at 11:05 PM

To: Jonathan Abboud jabboud@pipeline.sbccc.edu, MARSHA CRONINGER mcroninger@mac.com, Robert Miller rkmler2014@gmail.com

Good Evening,

So you asked about the impact of Trustee Gallardo and her comments, questions, and insinuations on me and the college. I feel like since I have been at SBCC that Veronica is looking for every gotcha she can find. Today the following email deals with issues Craig and I have repeatedly dealt with [REDACTED]. Paulmena and I have dealt with the reality [REDACTED].

She has all the answers to the following questions and yet here we go again....

Veronica writes

Again...I previously asked both of you what was done - I asked if you reported it? Did you make a contact to do a wellness check?

What is the process to have [REDACTED] present at board meetings?.

She is exhausting and takes away from our focus on running the college and students....what a waste of energy. I have addressed her multiple times and once again I will waste my time following up on my responses showing her we have talked to law enforcement, etc.

20 days until Erika takes over...I am sad for SBCC if Veronica continues in her current mode. All I can hope for is she just hated me and will accept Erika.

Kindred

----- Forwarded message -----

From: Kindred Murillo <kmurillo4@pipeline.sbccc.edu>

Date: Tue, Jul 11, 2023 at 4:57 PM

Subject: Re: Contact.

To: Veronica Gallardo <vggallardo@sbccc.edu>

Cc: Craig Price <price@g-tlaw.com>

Good Afternoon Trustee Gallardo,

Yes, I am concerned about [REDACTED], and scared Paulmena and I, and [REDACTED]. The last time I checked, he was not a registered student at the college so I have no purview to ask for a [REDACTED] check. I checked again today and I have not heard back if he is registered.

[REDACTED] regarding him a while back and they [REDACTED], and he had nothing that was alarming to them and could do nothing unless he did something [REDACTED].

They advised me or anyone who is bothered by him [REDACTED] if [REDACTED]. I was about to file a report on him for [REDACTED] when he quit doing it after Craig sent him another letter.

We can send another letter to him if you would like. Let me know what you would like to do.

Kindred

CD 62

On Tue, Jul 11, 2023 at 4:33 PM Veronica Gallardo <vggallardo@sbcc.edu> wrote:
Hi Craig and Kindred,

Kindred - you mentioned you were concerned about [REDACTED] I previously asked both of you what was done - I asked if you reported it? Did you make a contact to do a wellness check?

What is the process to have security/law enforcement present at board meetings?

I received the message that he made contact with a member of the public to try and get in contact with Marsha and I.

Thank you,

Veronica

----- Forwarded message -----

From: [REDACTED]
Date: Mon, Jul 10, 2023 at 12:42 PM
Subject: Contact.
To: <vggallardo@sbcc.edu>

In case you've misplaced my card, I want to make sure you have my number.

[REDACTED]
I'm interested to speak to you regarding the College.
[REDACTED]



Kindred Murillo, Ed.D.
Superintendent/President

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Santa Barbara, CA 93109
805) 730-4011 mobile 530-307-1627 • kmurillo4@pipeline.sbcc.edu
Let your love be greater than your fear.



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Let your love be greater than your fear.

LD 63

Pam Werner Has the flyer asking for parent participation been distributed in Spanish as well?

3w Like

2



Chelsea Alexandra Lancaster

Pam Werner OK, I will plan to be there! We may not do public comment after all. Want to make sure we are centering whatever the parents want/need.

3w Like

1



Pam Werner

Cory I don't know, I am not involved at the site level, but the majority of the parents that have spoken are bilingual and one of their demands is that VG provide translation for all communications. The parent group has always been inclusive so I



Home



Marketplace



Groups



News



Notifications



Menu



Chelsea's post



G 64

From: Kindred Murillo
Subject: Fwd: SBCC folks involved in Carp
Date: July 25, 2022 at 9:45 AM
To: Jonathan Aboucar

MARSHA CROWNSHER

Robert Miller

----- Forwarded message -----
From: Veronica Ballarín
Date: Thu, Mar 31, 2022 at 5:02 PM
Subject: SBCC folks involved in Carp
To: Kindred Murillo

Here is the info for you Kindred

Kindred Murillo, Ed.D.
Superintendent/President
721 Cliff Drive
Santa Barbara, CA 93109
805.730.4011 mobile 805.307.1827
Let your love be greater than your fear.



Chelsea's post



Pam Werner

Chelsea You can still make a public comment on March 8. Even just showing up in solidarity with the parents would be good.

3w Like

2 C



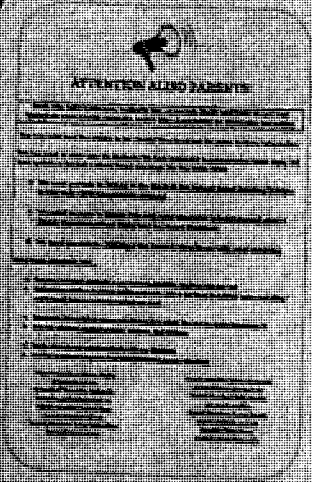
Cory Campbell

the flyer asking for
been
as well?

C 65



Craig Cook



3w Like

1 C



Chelsea Alexandra Lancaster

Craig Cook what kind of support can SBCC folks provide?

Should we email the Board writ of particulars on her?

Some of us were looking to show up on March 15th since it sounded like that's when this will be agendized?

3w Like



Pam Werner

Chelsea You can still make a public comment on March 8. Even just solidarity with the Jod.

C 66

Chelsea You can still make a public comment on March 8. Even just showing up in solidarity with the parents would be good.



Chelsea's post



Margaret Prothero

there is no place for this horrible, shameful, wretched, appalling violent behavior, especially in education, especially with kids. zero tolerance.

3w Like

4



Chelsea Alexandra Lancaster

Margaret Prothero Item should be agendized March 15th. Would be a real shame if we all showed up and read the writ of particulars.

3w Like

3



Margaret Prothero

Chelsea Alexandra Lancaster i had meant, holy en make it as far

C 67



Margaret Prothero

Chelsea Alexandra Lancaster i had to look up what that meant. holy cow- it shouldn't even make it as far as march 15! but we both know it will. i can't see her voluntarily resigning. disgusting. is there anything or any kind of code our board is held to??? (like not being fired as a school principal?!)

3w Like



Chelsea Alexandra Lancaster



Home



Marketplace



Groups



News



Notifications



Menu

AT&T LTE

4:51 PM

72%



Chelsea Alexandra Lancaster



Chelsea Alexandra Lancaster

Mar 3 · 🌐

Here's a thought: when folks on the frontline tell you someone is abusive and harmful maybe you should listen. Not all skin are kin. She needs out

of education. **DEBID**. That goes for SBCC too.

68





From: Kindred Murillo kmurillo4@pipeline.sbccc.edu
Subject: Fwd: One Way Confidential Board of Trustees Communication -
Date: July 10, 2023 at 5:08 AM
To: Jonathan Abboud jabboud@pipeline.sbccc.edu, MARSHA CRONINGER mcroninger@mac.com, Robert Miller rkmler2014@gmail.com

----- Forwarded message -----
From: Kindred Murillo <kmurillo4@pipeline.sbccc.edu>
Date: Tue, Jun 6, 2023 at 8:08 AM
Subject: One Way Confidential Board of Trustees Communication -
To: Jonathan Abboud <jabboud@pipeline.sbccc.edu>, Anna Everett <aeverett2@pipeline.sbccc.edu>
CC: Craig Price <price@g-law.com>

Good Morning President Abboud and Vice President Everett,

Thanks for the quick chat yesterday about salaries. Please consider this an official withdrawal of my complaint against Trustee Gallardo.

While I do not appreciate her behaviors and often find them offensive, I do not believe that filing a complaint will make things any better.

I believe you are doing a good job in your efforts to build a strong, effective board for the college and I often find myself in awe of the work this Board as a whole has accomplished the last two years. I don't think during these contentious and divisive times we are living in, you can do much better, and do not wish to add to your stress or list of to dos. You have a college to worry about and bringing on a new CEO needs your energy.

Before I leave I will provide you enough documentation to help you if you have these problems again.

I would rather use my energy to help transition Erika, finish the work I started, and assist the Board so that everyone is successful. SBCC deserves a smooth transition. It will be the first one they have had in many years.

With great respect,

Kindred

Good Morning President Abboud and Vice President Everett,

I have sat on this all week and not responded. In fact I have not responded to several of Trustee Gallardo's emails this week, so I want you aware of that. The email below is unprofessional as I am doing exactly what the Board of Trustees asked me to do. She has missed so many closed sessions that she has no idea the conversations.

Please consider this notification, I am filing a complaint against Trustee Gallard for violation of BP 2715 and BP 3050. Trustee Gallardo went too far in the last Board meeting both in closed session and open session with her disrespectful behavior toward me.

I would quietly go away in September except for I believe if I don't speak up that I am teaching people to just put up with a bully, and that is not who I am as a leader. And I am just reinforcing her bad behavior which I do not wish on the incoming leader. I have excused her since I came because for a long time I felt she was taking out her anger at the Board for getting rid of Goswami on me, and I felt sorry for her because of the situation in Carpinteria. I am done excusing her for inappropriate behavior that violates Board Policies. I have held three VP's accountable and multiple employees accountable to Board Policy which is very difficult to do. Her treatment of me is starting to impact me personally and my leadership team because they see it. It is hard to defend holding VP's accountable and a Board member is allowed to continue this behavior.

I am not asking you to do anything at the moment, we have too much going on. I just want this on the record so that you have something in writing from me.

I will pull everything together after we make it through commencement, as I don't have time right now to do anything with this. I have sent you a few things already but will put everything in one package.

Thank you, and I do appreciate you and the rest of the Board and will work quietly and collegially to stop this.

Kindred

Following documentation:

On Sun, Mar 12, 2023 at 11:26 AM Kindred Murillo <kmurillo4@pipeline.sbccc.edu> wrote:
 Good Morning Board President Abboud and Vice President Everett,

Late last March, March Trustee Gallardo called me and told me I needed to fire or "take care of" employees who she believes were involved in an unsavory situation that Trustee Gallardo was involved in at Carpinteria USD which ultimately led to either her resignation or removal (I don't know what ultimately happened). The employees were Ana Garcia, part-time counselor; Chelsea Lancaster, EOPS classified employee; and she said she wasn't sure the name of the faculty member who posted on social media and would get me the information. It later turned out to be Margaret Prothero, faculty and later she sent me a video of Craig Cook, faculty.

After that I conferred with the college counsel Craig Price and also had a second opinion from Trevin Sims, an attorney who I have worked with in the past who has advised me well.

I reviewed the information she sent me and noted to her in a phone call that I could not find any evidence these employees were using their positions at SBCC or that they made their posts during work hours. I followed up with the email below.

Following is the email I sent to her after conferring with the Board president and Craig for the last time.

Later she sent me a text with a video from CUSD and accused Craig Cook of representing SBCC at the Board meeting.

I told her I would look into it and I did review the CUSD board meetings and found that Craig Cook said he was a "faculty member from SBCC".

CD 69

I told her I would look into it and I did return the college board meetings and found that Craig Cook said he was a faculty member from SBCC, and did not say he represented SBCC. I advised her of that.

I was recently made aware that she is telling people that there is a big lawsuit coming and that I did nothing to follow up on her complaint regarding SBCC employees. I want to be clear she directed me to fire or "take care" of these employees which was inappropriate for a board member. I looked into it by spending hours going through CUSD board meetings and found no reason to open an investigation. I handled it with graciousness and care not to cause her any more stress that I felt she must be going through, and to keep things calm at SBCC. I am starting to regret that decision.

The reason I am sending this to you is I wanted this all documented. I want this hiring to go well, and for nothing to explode in this process. I just want you to have the documentation if anything comes up.

Thank you both for having the courage to move this board to a better place. You are both trying to create a good environment for the new president and the college. I really appreciate that and I hope Trustee Gallardo will like the next president and not have to endure what I have dealt with for the last 18 months.

I am ccing Craig on this and my plan is to do everything I can to help keep things calm through the rest of this hiring and until my contract ends. I truly respect the majority of the board and have confidence you will get someone who can move this college forward.

With respect,

Kindred

----- Forwarded message -----

From: Kindred Murillo <kmurillo4@pipeline.sbcc.edu>

Date: Thu, Apr 14, 2022 at 8:00 AM

Subject: Follow up to your inquiry

To: Veronica Gallardo <vggallardo@pipeline.sbcc.edu>

Good Morning Trustee Gallardo,

Thank you for having trust in me to share what you have been experiencing. This must be a very difficult period for you, and I want to do whatever I can to support you in your Board role.

I want to make sure and follow up on the concerns you brought to my attention regarding college employees and their outside activities. I checked with the College Counsel, Craig Price and Trevin Sims, Lozano Smith, who is doing some work for us. Both confirmed for me that the postings you provided me appear to be protected free speech under the First Amendment.

Unless you want to raise your concerns to the level of a complaint in which you document all your concerns, I can't give you a definitive answer as to whether any college policies could potentially be implicated. Please refer to Administrative Policy 3435

https://www.sbcc.edu/boardoftrustees/files/policies/chapter_3_ap/AP%203435%20Discrimination%20and%20Harassment%20Complaints%20and%20Investigations.pdf

I know you will make a thoughtful decision as to whether you wish to pursue a complaint. Neither of us want you to proceed down a path that may undermine your role as a board member. You may wish to consult with an attorney about this.

So please advise on how you would like to move forward. And again, please call if you have any questions or concerns.

Respectfully,

Kindred

LD 70

Exhibit D
Statement of Authorities and Evidence

IV. Violation of BP 2200 2715 and Accreditation Standards IV C. 7 and 11. Trustee Gallardo's communications to and about the Superintendent/President have been disrespectful on several occasions over email, in public meetings, and in closed sessions.

Authorities

Violations of Accreditation Standards threaten the accreditation of the entire college. Loss of accreditation effectively closes the college for all students because it results in the loss of financial aid for students at the college and renders all courses and degrees ineligible for credit at other institutions of higher learning.

Accreditation Standards: (June 2014, currently applicable)

“Introduction

The primary purpose of an ACCJC–accredited institution is to foster student learning and student achievement. . . .There are four Standards that work together to define and promote student success, academic quality, institutional integrity, and excellence. . . .

Standard IV: Leadership and Governance

. . .Governance roles are defined in policy and are designed to facilitate decisions that support student learning programs and services and improve institutional effectiveness, while acknowledging the designated responsibilities of the governing board and the chief executive officer. Through established governance structures, processes, and practices, the governing board, administrators, faculty, staff, and students work together for the good of the institution.

...

C. Governing Board . . .

7. The governing board acts in a manner consistent with its policies and bylaws. . . .

11. The governing board upholds a code of ethics and conflict of interest policy, and individual board members adhere to the code.

Board Policy:

BP 2200 states: . . . The Board recognizes and supports the role of the Superintendent/President who is responsible for the effective implementation and administration of Board policy and the sound leadership and operation of the District.

...

The Board fulfills its responsibilities in the following manner:

Upholding its Values by

...

- adhering to standards of civil discussion at all times.

BP 2715 states

“Standards of Conduct

To maximize Board effectiveness and institutional and public confidence in District governance, individual Board members are expected to govern responsibly and hold themselves to the highest standards of ethical conduct. The Board expects its members to work collegially with each other and the Superintendent/President to ensure that decisions are made which are in the best interests of students and the District.

Each member of the Board of Trustees will:

...

Demonstrate effective leadership by

- personally complying with all of his/her duties and responsibilities under BP 2200 titled Board Duties and Responsibilities and conducting himself/herself in accordance with these standards of conduct. . . .
- Acting with civility and dignity and understanding the implications of demeanor and behavior.

...

Promote a healthy professional relationship with the Superintendent/President, faculty and staff by:

...

- maintaining open and respectful communication

Evidence:

A seen in the attached emails which are incorporated by reference, a number of Trustee Gallardo's communications to Dr. Murillo have been disrespectful.

Based on the personal experience of the ad hoc committee members and our interview of Dr. Helen Benjamin, Trustee Gallardo's communications to and about Dr. Murillo have been disrespectful in closed sessions.

Trustee Gallardo was also disrespectful of Dr. Murillo in a public board meeting on April 20, 2023. (See Video of Board meeting on April 20, 2023 beginning at 1:34:00 and ending at 1:39:41 which is incorporated herein.)

From: Craig Price craigpricemail@me.com

Subject: Fwd: Agenda

Date: March 20, 2023 at 3:44 PM

To: Ed. Kindred Murillo kmurillo4@pipeline.sbccc.edu, Jonathan Abboud jabboud@pipeline.sbccc.edu



Craig

Sent from my iPhone

Begin forwarded message:

From: Veronica Gallardo <vggallardo@sbccc.edu>
Date: March 20, 2023 at 3:31:02 PM PDT
To: Craig Price <craigpricemail@me.com>
Subject: Re: Agenda

Hello Craig,

I am not confused. To keep things simple, I emailed Paulmena, whom we all appreciate very much, to plan on me not attending the meeting this Thursday. This meeting was moved and not on the original agenda and I wanted to make it work. There seems to be a lot going on in the Interim President's office at the moment.

Things will hopefully settle down soon!

Thank you,

Veronica :)

On Mon, Mar 20, 2023 at 3:17 PM Craig Price <craigpricemail@me.com> wrote:

I'm told there is confusion about your attendance at the meeting on Thursday. I don't know whether you got a copy of what I sent to Kindred a little while ago I've pasted it below

Under the Brown act. The board agenda Has to be posted at the location where you will be on Thursday and it needs to be in a public place. I don't know how you can do that at the airport or where you would post it . But the public cannot be required to go through TSA in order to get to your location; and being in a public location would preclude your participation in the closed session.

If these essential details cannot be worked out in time for posting in fewer than 45 minutes, I will need to advise the college about your inability to attend virtually.

Craig

Sent from my iPhone

From: Kindred Murillo kmurillo4@pipeline.sbccc.edu
Subject: Re: Information for Trustee Gullap-Moore
Date: February 1, 2023 at 7:05 AM
To: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Cc: Jonathan Abboud jabboud@pipeline.sbccc.edu, Anna Everett aevertt2@pipeline.sbccc.edu



Good Morning Trustee Gallardo,

Thank you for your response, happy to meet with you. My calendar is a bit crowded at the moment, and I will request that Paulmena set something up.

Sorry so long in responding, just super busy at the moment.

Kindred

On Mon, Jan 30, 2023 at 1:43 PM Veronica Gallardo <vggallardo@pipeline.sbccc.edu> wrote:

Hello Kindred,

I'm confused by your reply.... Let's meet in person.

Veronica :)

On Jan 30, 2023, at 10:12 AM, Kindred Murillo <kmurillo4@pipeline.sbccc.edu> wrote:

Good Morning Trustee Gallardo,

Thank you for your email and raising your concerns to the Board President and Vice President. I have excluded Jaelynn from this conversation. We promised to connect and engage with Jaelynn regarding the services they provide. We followed through exactly as we promised and we do refer to Network Medical when appropriate, as noted in my prior email.

It is the purview of staff to decide which referrals to use on the website, and I believe you are overstepping your role as a board member by telling us we need to include a certain provider on the website. I don't tell staff who to include on the website and I leave it to their judgement to make that decision. After reviewing all referrals on our website and Network Medical's website I stand behind their decision.

If you have any further concerns about this I ask you to take it up with Board President Abboud.

We appreciate when Board members make connections for our students, and we appreciate the connection.

Thank you,

Kindred

On Fri, Jan 27, 2023 at 8:44 PM Veronica Gallardo <vggallardo@pipeline.sbccc.edu> wrote:

Great, I believe the communication Jaelynn received confirmed SBCC would be adding Network Medical to the SBCC website. What is the next step?

Jaelynn, meet Trustees, President Jonathan Abboud and Vice President Anna Everett.

Jonathan & Anna, meet Jaelynn. I met Jaelynn at the community prayer breakfast this past Fall. It was a great morning with a number of community and local elected officials present.

Kindred, please let us know how to proceed!

Thanks everyone. And thank you Jaelynn for your support of students, families, and the entire SBCC community!

Veronica


On Jan 27, 2023, at 8:41 AM, Kindred Murillo <kmurillo4@pipeline.sbccc.edu> wrote:

Good Morning Trustee Gallardo,

Yes we followed up quickly after our initial meeting. We connected Network Medical directly with Chelsea Lancaster who visited their site and presented on the services and support that SBCC provides to single parent students. We have many partnerships with other local organizations that support single parents and parents-to-be (St Vincent's Via Magella, etc) and they often refer people to our programs.

505



From: Veronica Gallardo vggallardo@pipeline.sbccc.edu 
Subject: Item 8.5
Date: September 10, 2022 at 4:49 PM
To: Kindred Murillo kmurillo4@pipeline.sbccc.edu

Hi Kindred,

Is this even legal? I'm going to ask the Law Firm that worked with the SBUSD employees to look at this.

Call when you're free.

Thank you,

Veronica

"The SBCC Faculty Association and the SBCC District agree to the following:

1. Faculty can request N95 masks to be worn in their classrooms and in their offices even if the college does not require specific types of face coverings. Non-compliance with this request will not result in any student disciplinary action."

<https://www.google.com/url?>

[q=https://go.boarddocs.com/ca/sbcc/Board.nsf/files/CJ2N3R5D6493/\\$file/MoU%2520on%2520Masking%2520FA.pdf&source=gmail-imap&ust=1663458584000000&usg=AOvVaw2eA7TmoVsDmYdppluOJDsS](https://go.boarddocs.com/ca/sbcc/Board.nsf/files/CJ2N3R5D6493/$file/MoU%2520on%2520Masking%2520FA.pdf&source=gmail-imap&ust=1663458584000000&usg=AOvVaw2eA7TmoVsDmYdppluOJDsS)



MoU on
Masking FA.pdf

D C G



From: Kindred Murillo kmurillo4@pipeline.sbccc.edu
Subject: Re: March 15th Deadline
Date: March 2, 2023 at 2:56 PM
To: Veronica Gallardo vggallardo@sbccc.edu
Cc: Jonathan Abboud jabboud@pipeline.sbccc.edu, Anna Everett aeeverett2@pipeline.sbccc.edu
Bcc: Brian Fahnestock befahnestock@pipeline.sbccc.edu

Trustee Gallardo,

You missed nothing. We also follow all the current information in the state. We are currently revising our five year projections. At the start of this budget year we had \$5 million in budgeted unfilled positions. We can't hire fast enough right now to fill the vacancies we have to serve students.

We are not planning a reduction in force at this time and I would not imagine in the near future as we are looking at probably between a million to two million in budget savings this year in unfilled positions. We also have \$36 million (36%) in reserves, I would recommend spending some of that down before implementing any kind of reduction in force.

Thank you,

Kindred

On Thu, Mar 2, 2023 at 2:16 PM Veronica Gallardo <vggallardo@sbccc.edu> wrote:

I follow District budgets and plans across the state, I was expecting to see a recommendation from you for a reduction in force given our fiscal outlook. Did I miss something?

On Thu, Mar 2, 2023 at 2:12 PM Kindred Murillo <kmurillo4@pipeline.sbccc.edu> wrote:

Good Afternoon Trustee Gallardo,

If you are referring to March 15 letters to not renew employment. We do not have any non renewals. Let me know if that isn't what you are referring to.

Thank you,

Kindred

On Thu, Mar 2, 2023 at 2:06 PM Veronica Gallardo <vggallardo@sbccc.edu> wrote:

Hi Kindred,

The board meeting is after the 15th deadline, has the college given notices already, and what is the scope?

Thank you,

Veronica

--



Kindred Murillo, Ed.D.
Superintendent/President

721 Cliff Drive,
 Santa Barbara, CA 93109
 805) 730-4011 mobile 530-307-1627 • kmurillo4@pipeline.sbccc.edu

--



Kindred Murillo, Ed.D.
Superintendent/President

721 Cliff Drive,
 Santa Barbara, CA 93109
 805) 730-4011 mobile 530-307-1627 • kmurillo4@pipeline.sbccc.edu



From: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Subject: Re: updated covid vaccine numbers
Date: August 16, 2022 at 8:25 PM
To: Kathryn Lape klape@pipeline.sbccc.edu
Cc: Kindred Murillo kmurillo4@pipeline.sbccc.edu, Kate Parker klparker1@pipeline.sbccc.edu

Thank you Kathryn,

I am copying Kindred here. Kindred, can we get this on the board agenda soon, Thursday or Saturday.

Kathryn's request is very appropriate and these reports were routinely provided in the past.

Please don't give her the runaround by making her go through the Office of Communications. Kathryn is passionate about the SBCC Mission and is dedicating her personal time and energy to this.

Thank you,

Veronica

On Aug 16, 2022, at 7:04 PM, Kathryn Lape <klape@pipeline.sbccc.edu> wrote:

Hello, Trustee Gallardo

I have requested current data for fall semester on vaccination rates at SBCC, a table previously labeled "vaccination summary" that was part of the monthly COVID report that we last saw in February. I have attached the document. Additionally, I have requested that a current report be included on the agenda for the Board of Trustees meeting.

I hope you and the other Trustees are curious about these figures for fall 2022 as well, and can bring them to light. This important data, reflecting the impact of policies, can be used to make informed decisions

It was mentioned at several BOT meetings that we don't have data that shows how many students are not attending SBCC due to the mandate. I understand that Ventura College surveyed outgoing high school seniors in the area, and found that more students said they would not be attending the college due to the mandate than students who said they would not attend the college if they rescinded the mandate. I applaud their community outreach and efforts to quantify impact of their vaccination policy in the community, it demonstrates their caring and I think is a good example for SBCC.

Thank you,
 Kathryn Lape

----- Forwarded message -----
From: Kathryn Lape <klape@pipeline.sbccc.edu>
Date: Mon, Aug 15, 2022, 5:33 PM
Subject: Re: updated covid vaccine numbers
To: Paloma Arnold <arnoldp@sbccc.edu>

Perfect thank you

On Mon, Aug 15, 2022, 5:21 PM Paloma Arnold <arnoldp@sbccc.edu> wrote:
 Hello Kathryn,
 Requests of this nature should be submitted to our Office of Communications. I have passed this request on to Martha Swanson, Executive Director Public Affairs and Communications who will respond accordingly.
 Best,
 Paloma

On Mon, Aug 15, 2022 at 4:13 PM Kathryn Lape <klape@pipeline.sbccc.edu> wrote:
 Hello,
 Previously available to the public in the COVID monthly report to the Board of Trustees was a chart that enumerated the number of vaccinated people among students and staff, and the number that had not submitted proof of vaccine.
 I would like to request current data for fall semester,
 Thank you,

C D 19



From: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Subject: Survey Question
Date: September 2, 2022 at 2:48 PM
To: Kindred Murillo kmurillo4@pipeline.sbccc.edu
Cc: Kathryn Lape klape@pipeline.sbccc.edu

Hi Kindred,

I'm including Kathryn here because she asked about the survey questions. I just read through the questions and I'm concerned that this survey doesn't address what in needs to. And that is, should we continue with a vaccine mandate?

That survey question is not very direct. It reads something like, should vaccines be up to date.

Kindred, this is not okay. I have head Ms. Lape's concerns along with multiple SBCC community members and families. How can we fix this?

I am hopeful we can all work through this.

Please update this to ask a direct question. Our goal for this community college is access for all regardless of vaccination status.

If I missed something as I clicked through to read the questions please let me know.

Thank you,

Veronica

C D E 21



From: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Subject: Testing
Date: September 1, 2022 at 7:54 AM
To: kmurillo4@pipeline.sbccc.edu

Good Morning Kindred,

At the board meeting I clarified with you that the only thing parents had to do in order to attend SBCC classes was:

get the vaccine exemption
wear a mask of their choosing

Your reply, was yes.

This message below doesn't communicate that and needs to be updated. The semester started this week and parents enrolled with what you communicated at the board meeting.

Thank You!

Veronica

2. **Testing:** Weekly testing is not required for fully vaccinated students and employees, however, PCR and Antigen testing will continue to be provided at no cost to employees at convenient locations on all three campuses. Continue required weekly PCR testing if you have a vaccine requirement exemption.

C D E

Pictures were floating around this week of an empty SBCC campus & the community is wondering what is going on, where are the students, where are the employees?

Adult high school is another percentage point that is beyond concerning, what's the plan there? These students need a GED, ESL courses, the conditions created under this mandate do not align with the values of SBCC. This is not who we are as a community. Students need to access in person services & classes. I know many of these students by name, and they are not just a number or a percentage.

As one example, you probably know K-12 districts are having a difficult time hiring, in person evening & weekend ECE classes would really make an impact to education right now.

Have you given any thought to what Allan Hancock is doing, providing an exemption for deeply held beliefs, weekly testing options, removing the N95 mask, & instead adding a regular face mask, opening the campus for the students to use the facilities & attend their classes from SBCC.

What is the plan to revisit this and provide the community with the all inclusive & accessible education SBCC once offered?

Please provide us with answers to these questions.

Are you available this week to start meeting with the community? We have many beautiful outdoor spaces in Santa Barbara, and you can leave the college to go out and meet people. Helen did not prioritize this as her focus was internal college operations, and really her focus was the mandate. You don't have that same option & the community is expecting to speak with you. I can join you, our community is amazing and loves SBCC.

Presidents come and go, you will be leaving before we know it & once again the community is left with more loose ends and questions. This has to stop, the impacts to these cycles of turnover is a waste of money that could be used for students. Let's make your short time here a meaningful one and one that can be viewed as short term investment. The community is ready to have a conversation.

Veronica

On Oct 3, 2021, at 7:07 PM, Kindred Murillo <kmurillo4@pipeline.sbccc.edu> wrote:

Trustee Gallardo,

I think this is a more helpful format. Let know what you think. Not all the students in the Group are taking in/person classes.

Kindred

Shown below are the vaccination summary numbers as of the date and time of this email. Below the numbers is a detailed explanation of all of the terms used.

SBCC Groups	Group Count	Uploaded Vaccination Cards	Percentage	Received Incentive	Exemption
Faculty - Adjunct	837	366	43.7%	36	5
Faculty - Fulltime	206	179	86.9%	3	1
Faculty Totals	1043	545	52.3%	39	6
Staff - Foundation	12	12	100%	0	0
Staff - Fulltime	282	275	97.5%	27	11
Staff - Hourly	345	194	56.2%	57	4
Staff - Management	56	56	100%	2	3
Staff Totals	695	537	77.3%	86	18

CE 29
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Trustee Gallardo,

I apologize this has taken so long, and the answers follow your questions or statements. I believe I am up to date on the inquiries you have made of me since I arrived, except for the one I promise below. If I missed anything please advise.

I have cc'd the entire Board of Trustees so everyone has the same information.

Thank you,

Kindred

----- Forwarded message -----

From: **Veronica Gallardo** <vggallardo@pipeline.sbcc.edu>
 Date: Sun, Oct 3, 2021 at 8:48 PM
 Subject: Re: Vaccination Summary (Argos CVD 010 Report)
 To: Kindred Murillo <kmurillo4@pipeline.sbcc.edu>

Thank you Kindred, yes this is a cleaner version to view. What's the plan? 55% for students is concerning, I think you'd agree...

How are students going to access the library & student services? There are two modalities to access library and student services - F2F and Online. If a student wishes to access F2F they will need to comply with the vaccine mandate. We have worked hard to help and accommodate student needs.

The community is concerned that we are nearing 90% in salaries & benefits & yet students can't access critical wrap around services etc.

Services are provided at the college sites. As I walked around the site, students were using those services in various areas. While I am working on trying to up the hours of services, my observation is we are still not seeing as many students as we have services.

How many student services folks including, library, & tutoring are on campus serving students? Staff will provide me these figures. I don't have these yet.

Can we disaggregate this data? We are a Hispanic Serving institution, what's the number of students that can no longer access a critical service inside an SBCC building? And no, the community is not sold on this idea that all can be done on-line. If so, are we looking at a reduction in workforce and moving toward serving students through smart technology?

May I ask who makes up the term community? Since I have arrived I have three community members contact me. My mobile phone number is all over the place, I try to respond to every inquiry I receive. Students are finding their way to me.

As we try to project the future of what students want, need, and will help them succeed, we will be looking at rightsizing the college and reorganizing to serve students in all the modalities they want and need. These will be face-to-face; online; and hybrid. Some students are loving the remote counseling services because they are more convenient. As we move out of COVID, we are creating a task force to consider these questions and thoughtfully answer them. We should have results of our student survey in the next week, and we are starting a student reengagement effort which will give us some more personal data. Most data I can have disaggregated except for some of the COVID data.

In my opinion, we do not do a good enough job of outreach to our Hispanic population and that is changing. I believe we should have a Puente Program here and other specific outreach to not only our high school population and we need to do more for our non traditional students who work in our community and want and deserve upward mobility. We just received a \$3.5 million HSI grant and I intend to ensure SBCC uses it to benefit our Hispanic populations.

CDE
30

Kindred, you can imagine how troubling this is.

Pictures were floating around this week of an empty SBCC campus & the community is wondering what is going on, where are the students, where are the employees? There are times and spaces where you won't see a lot of students. As I walk about the SB site I witness classroom doors open with teachers instructing classes. We have a several outdoor classes. If the "community" walks over the Student Life, and the cafeteria there are plenty of students. Not sure when the "community" are at the sites. I worked a table this week where we had lines or students. There are students at the college. The fall is 25-31% in-person and spring is starting to look much more like it will be between 45 and 50%.

Adult high school is another percentage point that is beyond concerning, what's the plan there? These students need a GED, ESL courses, the conditions created under this mandate do not align with the values of SBCC. This is not who we are as a community. Students need to access in person services & classes. I know many of these students by name, and they are not just a number or a percentage. We continue to work on accomodating student needs. Dr. Scott, I, the Academic Senate President, and the Faculty Association President are working with our department chairs and faculty to ensure GED and IGETC are in all modalities. Carola Smith does an awesome job of ensuring ESL courses are in appropriate modalities.

As one example, you probably know K-12 districts are having a difficult time hiring, in person evening & weekend ECE classes would really make an impact to education right now. Dr. Scott is working on an enrollment management strategy and important courses students need will be part of that plan. We are engaged in the Strong Workforce Program which helps us gage what occupations to support in our local community.

Have you given any thought to what Allan Hancock is doing, providing an exemption for deeply held beliefs, weekly testing options, removing the N95 mask, & instead adding a regular face mask, opening the campus for the students to use the facilities & attend their classes from SBCC. I only have so much authority under the vaccine mandate resolution. I exercise it carefully, within the parameters the Board of Trustees gave me. I give a lot of thought to every option and what works at one college doesn't always work well at another.

What is the plan to revisit this and provide the community with the all inclusive & accessible education SBCC once offered? I am doing what the Board has asked me to do. I take my instructions from the board as a whole, if the Board wishes to change directions, I am open to that. As much as I try to hear what every Board member says and represents, I learned a long time ago, I work for the board as a whole. I try to give good advice and recommendations, and am hired to ensure the college operates within the statutes of the State of California and adheres to Board policies and procedures.

Please provide us with answers to these questions.

Are you available this week to start meeting with the community? We have many beautiful outdoor spaces in Santa Barbara, and you can leave the college to go out and meet people. Helen did not prioritize this as her focus was internal college operations, and really her focus was the mandate. You don't have that same option & the community is expecting to speak with you. I can join you, our community is amazing and loves SBCC. I am working with the Board president on how these meeting should work. My first few weeks have been fighting fires to get through the vaccine mandate, get a spring schedule that is student friendly, and ensure this college is reaffirmed in accreditation. If you have some suggestions about where to meet 10 to fifteen people in your district please let me know. Jasmine and I will start working on that. I will also be scheduling an open offices hours for the community on Zoom so people who do not have access to transportation or difficulty attending meetings may have access.

Presidents come and go, you will be leaving before we know it & once again the community is left with more loose ends and questions. This has to stop, the impacts to these cycles of turnover is a waste of money that could be used for students. Let's make your short time here a meaningful one and one that can be viewed as short term investment. The community is ready to have a conversation. Your statement about president's coming and going feels very demeaning. My approach to SBCC to treat it like I will be here for the next ten years, because decisions I recommend will impact thousands of

CDE 31

students and the Santa Barbara community for years to come. I have never left a college where it was not in better condition when I left than when I arrived. I am working really hard to make up for a lack of leadership at this college. Yes, president's do come and go, and we do make a difference when we do our job which I am doing. Yesterday I was told by a staff member that I have done more in five weeks than anyone in this position has done during last year and a half.

As I noted earlier I am a professional, and my expectation is to be treated as a professional. I have tried very hard to be respectful and will continue to do so because that is who I am.

Thank you,

Kindred
Veronica

On Oct 3, 2021, at 7:07 PM, Kindred Murillo <kmurillo4@pipeline.sbcc.edu> wrote:

Trustee Gallardo,

I think this is a more helpful format. Let know what you think. Not all the students in the Group are taking in/person classes.

Kindred

Shown below are the vaccination summary numbers as of the date and time of this email. Below the numbers is a detailed explanation of all of the terms used.

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Staff - Hourly	345	194	56.2%	57	4
Staff - Management	56	56	100%	2	3
Staff Totals	695	537	77.3%	86	18
Student - AH	165	78	47.3%	67	0
Student - CR	12976	7159	55.2%	4982	154
Student - NC	3801	2085	54.9%	1387	13
Student Totals	16942	9322	55%	6436	167
Totals	18680	10404	55.7%	6561	191

Terms Used (Column Heads)

SBCC Groups: These are different populations at the College.

Group Count: The number of people in that particular group. So, the "Group Count" for the row "Faculty - Adjunct" refers to the number of people who have adjunct faculty status according to Banner.

C D E
31

was made of Jarrod Bradley, a teacher of AP Physics, marketing and tennis coach at San Marcos High School.

Effective immediately, the employee will be placed on a compulsory leave of absence. The district will collaborate with the Santa Barbara Police Department in the ongoing investigation. Jarrod Bradley was booked on charges of Penal Code 288.2 and Penal Code 288.3.

Anyone wishing to provide additional information please contact the Santa Barbara Police Detective sergeant Larson 805-897-2347.

Thank you,

Kip Glazer, Ed.D.
Principal

We have a meeting on Monday to discuss with the appropriate contacts at SBUSD. We will follow the protocol through human resources appropriately, and issue a statement. Talking points are being developed if you receive any contact from the media.

Hopefully we will know more tomorrow.

Respectfully,

Kindred



Kindred Murillo, Ed.D.
Superintendent/President

721 Cliff Drive,
Santa Barbara, CA 93109
805) 730-4011 mobile 530-307-1627 • kmurillo4@pipeline.sbcc.edu

Kate Parker
Board of Trustees
Santa Barbara City College, Area 7

vvgallardo@pipeline.sbcc.edu Veronica Gallardo
To: kmurillo4@pipeline.sbcc.edu Kindred Murillo

Friday, October 1, 2021 at 9:13:54 PM Pacific Daylight Time

Thanks, news broke out about this earlier today before it was news online & the community is aware. We have a board policy that we recently approved to deal with this, will the colleges statement make reference of that?

I realize you are out of town, the community is already asking questions, this isn't the first the community hears of faculty members behaving inappropriately....

Veronica

On Oct 1, 2021, at 8:24 PM, Kindred Murillo <kmurillo4@pipeline.sbcc.edu> wrote:

C D 32

Good Evening of Board of Trustees,

This evening Dr. Scott informed me that we have an instructor in our dual enrollment program teaching two marketing classes that was arrested on suspicion of sending explicit photos to a minor.

Link to Article on Teacher San Marcos High School

I am in contact with our college counsel and requested talking points for you if you are contacted by the media. This faculty member was submitted to SBCC as one of SBUSD's choices for faculty members for the dual enrollment program so he is considered our instructor for the dual enrollment program as we pay him a stipend. He meets the college's qualifications.

The following is the message sent out by SBUSD: (supplied by Craig Price)

San Marcos High School Families and Staff,

Santa Barbara Police Department notified us today that they made an arrest of one of our employees on charges associated with online solicitation of a minor. According to Lt. Detective Joshua Morton, an arrest was made of Jarrod Bradley, a teacher of AP Physics, marketing and tennis coach at San Marcos High School.

Effective immediately, the employee will be placed on a compulsory leave of absence. The district will collaborate with the Santa Barbara Police Department in the ongoing investigation. Jarrod Bradley was booked on charges of Penal Code 288.2 and Penal Code 288.3.

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Hopefully we will know more tomorrow.

Respectfully,

Kindred



Kindred Murillo, Ed.D.
Superintendent/President

721 Cliff Drive,
Santa Barbara, CA 93109
805) 730-4011 mobile 530-307-1627 • kmurillo4@pipeline.sbcc.edu

C D 33

adjunct, as he may only be a SBUSD employee paid a stipend, and not our employee. I have human resources looking into that. We will follow appropriate processes.

I texted you a prepared statement and I continue to work from my home and have been working on this pretty steady since notified. If I am on vacation I will appoint an acting Interim Superintendent/President to take time off which I have not done since I arrived. The Board will always be advised of that.

We will hopefully have more information soon.

Thank you,

Kindred

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This evening Dr. Scott informed me that we have an instructor in our dual enrollment program teaching two marketing classes that was arrested on suspicion of sending explicit photos to a minor.

Link to Article on Teacher San Marcos High School

I am in contact with our college counsel and requested talking points for you if you are contacted by the media. This faculty member was submitted to SBCC as one of SBUSD's choices for faculty members for the dual enrollment program so he is considered our instructor for the dual enrollment program as we pay him a stipend. He meets the college's qualifications.

The following is the message sent out by SBUSD: (supplied by Craig Price)

San Marcos High School Families and Staff,

Santa Barbara Police Department notified us today that they made an arrest of one of our employees on charges associated with online solicitation of a minor. According to Lt. Detective Joshua Morton, an arrest was made of Jarrod Bradley, a teacher of AP Physics, marketing and tennis coach at San Marcos High School.

Effective immediately, the employee will be placed on a compulsory leave of absence. The district will collaborate with the Santa Barbara Police Department in the ongoing investigation. Jarrod Bradley was booked on charges of Penal Code 288.2 and Penal Code 288.3.

Anyone wishing to provide additional information please contact the Santa Barbara Police Detective sergeant Larson 805-897-2347.

C D 34

Thank you,

Kip Glazer, Ed.D.
Principal

We have a meeting on Monday to discuss with the appropriate contacts at SBUSD. We will follow the protocol through human resources appropriately, and issue a statement. Talking points are being developed if you receive any contact from the media.

Hopefully we will know more tomorrow.

Respectfully,

Kindred



Kindred Murillo, Ed.D.
Superintendent/President

721 Cliff Drive,
Santa Barbara, CA 93109
805) 730-4011 mobile 530-307-1627 • kmurillo4@pipeline.sbcc.edu



Kindred Murillo, Ed.D.
Superintendent/President

721 Cliff Drive,
Santa Barbara, CA 93109
805) 730-4011 mobile 530-307-1627 • kmurillo4@pipeline.sbcc.edu

pohaslund@gmail.com Peter Haslund
To: kmurillo4@pipeline.sbcc.edu Kindred Murillo

Saturday, October 2, 2021 at 6:01:17 PM Pacific Daylight Time

Veronica has often used the expression, "the community is" causing me to wonder — which community? How many in that community?

And you have NO need to respond to implied inquiries about your whereabouts. If she has questions about that, the appropriate source of information would be the Board President.

We are now in Paso Robles helping a friend of Karen's celebrate a birthday. Perhaps I should tell Veronica??

Cheers!

Peter

On Oct 2, 2021, at 3:39 PM, Kindred Murillo <kmurillo4@pipeline.sbcc.edu> wrote:

Trustee Gallardo,

Thank you for connecting.

We will use and provide you with the appropriate Board policy, Education Code and Title 5 regulations if we need to take action. Good news is he is an adjunct at best and not even sure he is officially an adjunct, as he may only be a SBUSD employee paid a stipend, and not

C D
35

From: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Subject: 5. Randomized Vaccine Enforcement
Date: August 23, 2022 at 6:13 PM
To: Kindred Murillo kmurillo4@pipeline.sbccc.edu



5.

“Randomized Vaccine Enforcement: Students and employees are no longer required to check in at the COVID Welcome Tables. Instead, the COVID team will conduct random checks in classrooms and campus buildings to check students’ and employees’ COVID vaccination status.”

Hi Kindred,

There has to be another way to do this. This is not the culture of belonging we strive for at SBCC. There are so many terrible associations that come to mind when one reads this.

I am especially concerned for the students that already reached out to the college and communicated how they were treated. The reality is people are mean spirited and students have reported terrible treatment. I can connect you with a father who shared his story about how his daughter was treated.

I really think #5 needs to be revised immediately. I know you would never treat students unkindly, but COVID vaccine mandates and protocols have led people to treat the unvaccinated or vaccine exempted terribly.

Thank you and call me if you want to discuss.

Veronica

C D E
36

From: Kindred Murillo kmurillo4@pipeline.sbcc.edu
Subject: Re: COVID Vaccine Requirement Exemptions - Santa Barbara City College
Date: September 7, 2022 at 10:57 AM
To: Veronica Gallardo vggallardo@pipeline.sbcc.edu
Cc: Kate Parker kparker1@pipeline.sbcc.edu, Jonathan Abboud jabboud@pipeline.sbcc.edu
Bcc: Kindred Murillo kmurillo4@pipeline.sbcc.edu

Trustee Gallardo,

I really don't think that is necessary, the fact is Resolution 1 is still in effect, while I might be quoted saying something in a meeting, it doesn't change that fact, and what we are doing as a district. If I misled you with my answer I apologize.

I'm circling Kate and Jonathan on my response, because I keep feeling you are looking for gotchas, and it is bothersome to me.

Thank you,

Kindred

On Tue, Sep 6, 2022 at 1:50 PM Veronica Gallardo <vggallardo@pipeline.sbcc.edu> wrote:
Hi Kindred,

Do you want to call me and we can look at the board video together?

Thank you,

Veronica

On Sep 6, 2022, at 1:01 PM, Kindred Murillo <kmurillo4@pipeline.sbcc.edu> wrote:

Good Afternoon Veronica,

Thank you for your comment, and I am not sure that was all I said. We are not checking in people, actively checking people, and Resolution 1 is still in effect. We continue to try to move the college to the CDC guidelines. I also said in the policy committee meeting that I am leaving Resolution 1 in place until December when I hope by then we have adopted a resolution noting we are following CDC guidelines. Trying to get a policy and procedure in place is not working.

The website notes what is in Resolution 1 except I have authorized with my powers not to require N95 and KN95 masks.

Thank you,

Kindred

On Tue, Aug 23, 2022 at 8:53 PM Veronica Gallardo <vggallardo@pipeline.sbcc.edu> wrote:
Hi Kindred,

This page needs to be updated to mirror the "strongly recommended" language with regard to N95 vs. being required. Also, I recall at the last board meeting that I asked what parents had to do to have their kids on campus and all you said was mask and vaccine exemption. You didn't say anything about weekly testing. This needs to be updated too.

Thank you,


Veronica

<https://www.sbcc.edu/covid-19/vaccine-requirement-info/covid-vaccine-exemption.php>

--



Kindred Murillo, Ed.D.
Superintendent/President

From: Veronica Gallardo vggallardo@pipeline.sbccc.edu 
Subject: Dual Enrollment Registration Fall 2022
Date: August 14, 2022 at 11:41 AM
To: Kindred Murillo kmurillo4@pipeline.sbccc.edu



Hi Kindred,

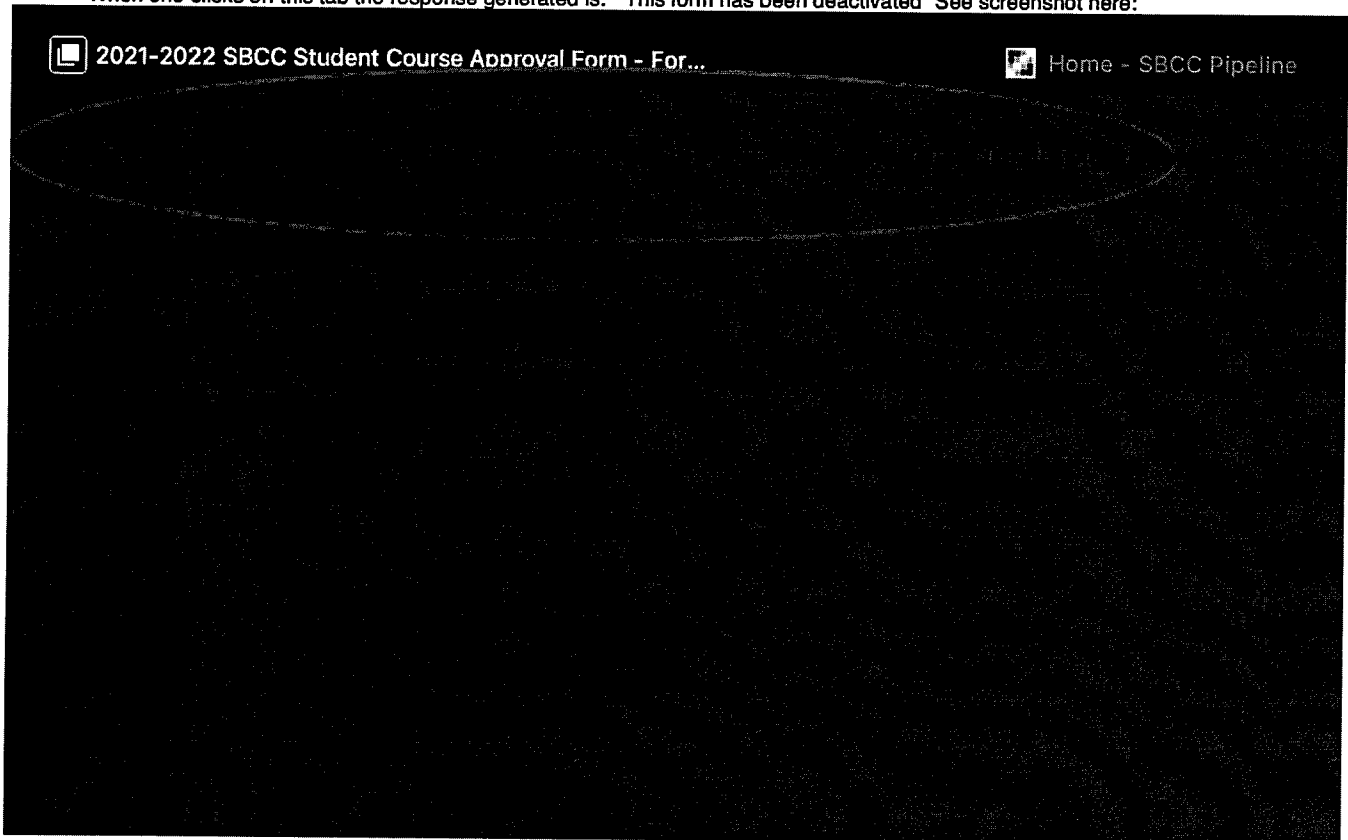
Dual Enrollment Registration for Fall 2022 is still having some issues.

The tab titled: SBUSD and CHS: Course Approval Form:



image1.jpeg
Downloading...

When one clicks on this tab the response generated is: "This form has been deactivated" See screenshot here:



We googled contact dual enrollment and were able to find an email address dualenrollment@sbccc.edu to email and seek further guidance.

We sent an email to Dual Enrollment and this was the reply:

DE Dual Enrollment
Re: Counselor Approval Form
To: 

Inbox - Gmail 11:18 AM

Thank you for your email. Our office will respond within 2-3 business days. Please

C D ~~A~~ 44

refer to the information below to assist you in completing the steps to enrollment.

We appreciate your patience and understanding as we verify and process your request.

The Dual Enrollment Team

As you can see, there is no "information below to assist in completing the steps to enrollment".

Additionally, the response is they will reply in 2-3 days.

There has to be a better solution to all of this. School starts Friday for our SB High Schools and the High School Counselors are working around the clock getting schedules ready for students.

I hope we can solve this problem soon :) This has been a problem for years.

Thank You,

Veronica

CD

45



From: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Subject: Re: updated covid vaccine numbers
Date: August 16, 2022 at 8:25 PM
To: Kathryn Lape klape@pipeline.sbccc.edu
Cc: Kindred Murillo kmurillo4@pipeline.sbccc.edu, Kate Parker klarker1@pipeline.sbccc.edu

Thank you Kathryn,

I am copying Kindred here. Kindred, can we get this on the board agenda soon, Thursday or Saturday.

Kathryn's request is very appropriate and these reports were routinely provided in the past.

Please don't give her the runaround by making her go through the Office of Communications. Kathryn is passionate about the SBCC Mission and is dedicating her personal time and energy to this.

Thank you,

Veronica

On Aug 16, 2022, at 7:04 PM, Kathryn Lape <klape@pipeline.sbccc.edu> wrote:

Hello, Trustee Gallardo

I have requested current data for fall semester on vaccination rates at SBCC, a table previously labeled "vaccination summary" that was part of the monthly COVID report that we last saw in February. I have attached the document. Additionally, I have requested that a current report be included on the agenda for the Board of Trustees meeting.

I hope you and the other Trustees are curious about these figures for fall 2022 as well, and can bring them to light. This important data, reflecting the impact of policies, can be used to make informed decisions

It was mentioned at several BOT meetings that we don't have data that shows how many students are not attending SBCC due to the mandate. I understand that Ventura College surveyed outgoing high school seniors in the area, and found that more students said they would not be attending the college due to the mandate than students who said they would not attend the college if they rescinded the mandate. I applaud their community outreach and efforts to quantify impact of their vaccination policy in the community, it demonstrates their caring and I think is a good example for SBCC.

Thank you,
 Kathryn Lape

----- Forwarded message -----

From: Kathryn Lape <klape@pipeline.sbccc.edu>
Date: Mon, Aug 15, 2022, 5:33 PM
Subject: Re: updated covid vaccine numbers
To: Paloma Arnold <arnoldp@sbccc.edu>

Perfect thank you

On Mon, Aug 15, 2022, 5:21 PM Paloma Arnold <arnoldp@sbccc.edu> wrote:

Hello Kathryn,
 Requests of this nature should be submitted to our Office of Communications. I have passed this request on to Martha Swanson, Executive Director Public Affairs and Communications who will respond accordingly.
 Best,
 Paloma

On Mon, Aug 15, 2022 at 4:13 PM Kathryn Lape <klape@pipeline.sbccc.edu> wrote:

Hello,

Previously available to the public in the COVID monthly report to the Board of Trustees was a chart that enumerated the number of vaccinated people among students and staff, and the number that had not submitted proof of vaccine.

I would like to request current data for fall semester,

Thank you

LD 55

From: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Subject: Survey Question
Date: September 2, 2022 at 2:48 PM
To: Kindred Murillo kmurillo4@pipeline.sbccc.edu
Cc: Kathryn Lape klape@pipeline.sbccc.edu

VG

Hi Kindred,

I'm including Kathryn here because she asked about the survey questions. I just read through the questions and I'm concerned that this survey doesn't address what in needs to. And that is, should we continue with a vaccine mandate?

That survey question is not very direct. It reads something like, should vaccines be up to date.

Kindred, this is not okay. I have head Ms. Lape's concerns along with multiple SBCC community members and families. How can we fix this?

I am hopeful we can all work through this.

Please update this to ask a direct question. Our goal for this community college is access for all regardless of vaccination status.

If I missed something as I clicked through to read the questions please let me know.

Thank you,

Veronica

C O E 56



From: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Subject: Re: COVID Vaccine Requirement Exemptions - Santa Barbara City College
Date: September 7, 2022 at 1:11 PM
To: Kindred Murillo kmurillo4@pipeline.sbccc.edu
Cc: Kate Parker klparker1@pipeline.sbccc.edu, Jonathan Abboud jabboud@pipeline.sbccc.edu

Hi Kindred,

Why don't we meet in person? If others want to join, the better!

Thank you,

Veronica

On Sep 7, 2022, at 10:57 AM, Kindred Murillo <kmurillo4@pipeline.sbccc.edu> wrote:

Trustee Gallardo,

I really don't think that is necessary, the fact is Resolution 1 is still in effect, while I might be quoted saying something in a meeting, it doesn't change that fact, and what we are doing as a district. If I misled you with my answer I apologize.

I'm circling Kate and Jonathan on my response, because I keep feeling you are looking for gotchas, and it is bothersome to me.

Thank you,

Kindred

On Tue, Sep 6, 2022 at 1:50 PM Veronica Gallardo <vggallardo@pipeline.sbccc.edu> wrote:

Hi Kindred,

Do you want to call me and we can look at the board video together?

Thank you,

Veronica

On Sep 6, 2022, at 1:01 PM, Kindred Murillo <kmurillo4@pipeline.sbccc.edu> wrote:

Good Afternoon Veronica,

Thank you for your comment, and I am not sure that was all I said. We are not checking in people, actively checking people, and Resolution 1 is still in effect. We continue to try to move the college to the CDC guidelines. I also said in the policy committee meeting that I am leaving Resolution 1 in place until December when I hope by then we have adopted a resolution noting we are following CDC guidelines. Trying to get a policy and procedure in place is not working.

The website notes what is in Resolution 1 except I have authorized with my powers not to require N95 and KN95 masks.

Thank you,

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This page needs to be updated to mirror the "strongly recommended" language with regard to (N95 vs. being required). Also, I recall at the last board meeting that I asked what parents had to do to have their kids on campus and all you said was mask and vaccine exemptions. You didn't say anything about weekly testing. This needs to be updated too.

Thank you,

Veronica

DL 58

From: Kate Parker kiparker1@pipeline.sbccc.edu
Subject: Re: COVID Vaccine Requirement Exemptions - Santa Barbara City College
Date: September 10, 2022 at 9:01 PM
To: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Cc: Kindred Murillo kmurillo4@pipeline.sbccc.edu, Jonathan Abboud jabboud@pipeline.sbccc.edu

Hi, Veronica,

Wow, this chain is upsetting. You're crossing the line by making demands of Kindred as an individual board member, by stepping into administrative responsibilities, and by repeatedly emailing her on the same issue when you've already received a response. I know you would never intentionally be unkind and disrespectful to anyone, so I'm surprised and saddened at how you're interacting with the Superintendent/President.

Since I've seen this unfortunate conduct multiple times over the past year, I'll remind you now of the Board's Code of Ethics/Standards of Conduct (BP 2715) and the procedures that are in place for getting back on track. Your interactions with Kindred violate the policy, beginning with "The Board expects its members to work collegially with each other and the Superintendent/President" and continuing through points outlining that authority rests with the Board as a whole in its legally constituted meetings, the distinction between Board and staff roles, and the expectation that we will maintain respectful communication. Under BP 2715, violations are first to be addressed by the board president. To that end, let's you and I talk this through. When can you meet online or in person?

Kate

On Wed, Sep 7, 2022 at 1:11 PM Veronica Gallardo <vggallardo@pipeline.sbccc.edu> wrote:

Hi Kindred,

Why don't we meet in person? If others want to join, the better!

Thank you,

Veronica

On Sep 7, 2022, at 10:57 AM, Kindred Murillo <kmurillo4@pipeline.sbccc.edu> wrote:

Trustee Gallardo,

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Thank you,

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kmurillo4@pipeline.sbccc.edu

Good Afternoon Veronica,

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The website notes what is in Resolution 1 except I have authorized with my powers not to require N95 and

ACD 39

From: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Subject: Re: COVID Vaccine Requirement Exemptions - Santa Barbara City College
Date: September 11, 2022 at 8:38 AM
To: Kate Parker klparker1@pipeline.sbccc.edu
Cc: Kindred Murillo kmurillo4@pipeline.sbccc.edu, Peter Haslund pohaslund@pipeline.sbccc.edu



Good Morning Kate,

I disagree with your assessment. It is not accurate and there is no violation.

This board has been attempting to bring up BP 2715. It's a biased attempt because my policy recommendations don't fall in line with the boards narrative.

Kindred, you have a role in this as well, as I am one of your seven elected board member. Peter helped facilitate that conversation. I am still extending an invitation to follow up and meet in person with you. Let's start by reviewing and further discussing cultural norms in communication since you focus on "anti-racism".

Let's meet in person.

I look forward to our conversation with you both,

Veronica

On Sep 10, 2022, at 9:01 PM, Kate Parker <klparker1@pipeline.sbccc.edu> wrote:

Hi, Veronica,

Wow, this chain is upsetting. You're crossing the line by making demands of Kindred as an individual board member, by stepping into administrative responsibilities, and by repeatedly emailing her on the same issue when you've already received a response. I know you would never intentionally be unkind and disrespectful to anyone, so I'm surprised and saddened at how you're interacting with the Superintendent/President.

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I'm circling Kate and Jonathan on my response, because I keep feeling you are looking for gotchas, and it is bothersome to me.

Thank you,

Kindred

ACD 40

From: Kate Parker klparker1@pipeline.sbccc.edu
Subject: Re: COVID Vaccine Requirement Exemptions - Santa Barbara City College
Date: September 13, 2022 at 10:07 AM
To: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Cc: Kindred Murillo kmurillo4@pipeline.sbccc.edu, Peter Haslund pohaslund@pipeline.sbccc.edu



Hi, Veronica.

I'll check in with Peter today and send you some possible meeting times.

Kate

On Sun, Sep 11, 2022 at 8:38 AM Veronica Gallardo vggallardo@pipeline.sbccc.edu wrote:
Good Morning Kate,

I disagree with your assessment. It is not accurate and there is no violation.

This board has been attempting to bring up BP 2715. It's a biased attempt because my policy recommendations don't fall in line with the board's narrative.

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Since I've seen this unfortunate conduct multiple times over the past year, I'll remind you now of the Board's Code of Ethics/Standards of Conduct (BP 2715) and the procedures that are in place for getting back on track. Your interactions with Kindred violate the policy, beginning with "The Board expects its members to work collegially with each other and the Superintendent/President" and continuing through points outlining that authority rests with the Board *as a whole* in its legally constituted meetings, the distinction between Board and staff roles, and the expectation that we will maintain respectful communication. Under BP 2715, violations are first to be addressed by the board president. To that end, let's you and I talk this through. When can you meet online or in person?

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ALD 41

From: Veronica Gallardo vggallardo@pipeline.sbcc.edu
Subject: Re: COVID Vaccine Requirement Exemptions - Santa Barbara City College
Date: September 13, 2022 at 11:00 AM
To: Kate Parker klparker1@pipeline.sbcc.edu
Cc: Kindred Murillo kmurillo4@pipeline.sbcc.edu, Peter Haslund pohaslund@pipeline.sbcc.edu



Good Morning Kate,

Let me clarify, I'm extending an invitation to follow up with Kindred after our last conversation we had with Peter.

I'm happy to also have a conversation with you, Kate and Kindred, (and Peter if he'd like to join) so that Kindred and I can give you the background to the conversation we had that evening, that preceding this email conversation, you have reference in your email claiming there was a violation of BP2715.

You are missing a lot of context Kate. You will see, there is no violation here. And, that you don't have all the information. Hence your assessment is not accurate.

Talk to you guys soon,

Veronica :)

On Sep 13, 2022, at 10:07 AM, Kate Parker <klparker1@pipeline.sbcc.edu> wrote:

Hi, Veronica.

I'll check in with Peter today and send you some possible meeting times.

Kate

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Veronica

ACD 42

From: Kindred Murillo kmurillo4@pipeline.sbcc.edu
Subject: Re: Cyberattack forces Iowa's largest school district to cancel classes | K-12 Dive
Date: January 12, 2023 at 6:19 AM
To: Veronica Gallardo vggallardo@pipeline.sbcc.edu
Cc: jabboud@pipeline.sbcc.edu



Good Morning Trustee Gallardo,

Do you mean do we have an update on cyber attacks scheduled or an update on the cyber security? I am thinking you mean the latter. We have a cyber security report scheduled for a March study session.

Thank you,

Kindred

On Wed, Jan 11, 2023 at 8:53 PM Veronica Gallardo <vggallardo@pipeline.sbcc.edu> wrote:
Hello Kindred :)

Do we have an SBCC update scheduled? I recall discussing this after LAUSDs most recent cyber attack & I believe a board update was coming...

Thank you!

https://www.k12dive.com/news/cyberattack-iowa-largest-school-district/640167/?utm_source=Salithru&utm_medium=email&utm_campaign=Issue:%202023-01-11%20K-12%20Dive%20%5Bissue:47229%5D&utm_term=K-12%20Dive

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Kindred Murillo, Ed.D.
Superintendent/President

721 Cliff Drive,
Santa Barbara, CA 93109
805) 730-4011 mobile 530-307-1627 • kmurillo4@pipeline.sbcc.edu

CO 43

From: Kindred Murillo kmurillo4@pipeline.sbccc.edu

Subject: Fwd: Contact.

Date: July 11, 2023 at 11:05 PM

To: Jonathan Abboud jabboud@pipeline.sbccc.edu, MARSHA CRONINGER mcroninger@mac.com, Robert Miller rkmiller2014@gmail.com

Good Evening,

So you asked about the impact of Trustee Gallardo and her comments, questions, and insinuations on me and the college. I feel like since I have been at SBCC that Veronica is looking for every gotcha she can find. Today the following email deals with issues Craig and I have repeatedly dealt with [REDACTED]. Paulmena and I have dealt with the reality [REDACTED].

She has all the answers to the following questions and yet here we go again....

Veronica writes

Again...I previously asked both of you what was done - I asked if you reported it? Did you make a contact to do a wellness check?

What is the process to have [REDACTED] present at board meetings?.

She is exhausting and takes away from our focus on running the college and students....what a waste of energy. I have addressed her multiple times and once again I will waste my time following up on my responses showing her we have talked to law enforcement, etc.

20 days until Erika takes over....I am sad for SBCC if Veronica continues in her current mode. All I can hope for is she just hated me and will accept Erika.

Kindred

----- Forwarded message -----

From: Kindred Murillo <kmurillo4@pipeline.sbccc.edu>

Date: Tue, Jul 11, 2023 at 4:57 PM

Subject: Re: Contact.

To: Veronica Gallardo <vggallardo@sbccc.edu>

Cc: Craig Price <price@g-tlaw.com>

Good Afternoon Trustee Gallardo,

Yes, I am concerned about [REDACTED], and scared Paulmena and I, and [REDACTED]. The last time I checked, he was not a registered student at the college so I have no purview to ask for a [REDACTED] check. I checked again today and I have not heard back if he is registered.

[REDACTED] regarding him a while back and they [REDACTED], and he had nothing that was alarming to them and could do nothing unless he did something [REDACTED].

They advised me or anyone who is bothered by him [REDACTED]. I was about to file a report on him for [REDACTED] when he quit doing it after Craig sent him [REDACTED] other letter.

We can send another letter to him if you would like. Let me know what you would like to do.

Kindred

LD 62
BT

On Tue, Jul 11, 2023 at 4:33 PM Veronica Gallardo <vggallardo@sbcc.edu> wrote:

Hi Craig and Kindred,

Kindred - you mentioned you were concerned about [REDACTED] I previously asked both of you what was done - I asked if you reported it? Did you make a contact to do a wellness check?

What is the process to have security/law enforcement present at board meetings?

I received the message that he made contact with a member of the public to try and get in contact with Marsha and I.

Thank you,

Veronica

----- Forwarded message -----

From: [REDACTED]
Date: Mon, Jul 10, 2023 at 12:42 PM
Subject: Contact.
To: <vggallardo@sbcc.edu>

In case you've misplaced my card, I want to make sure you have my number.

[REDACTED]

I'm interested to speak to you regarding the College.

[REDACTED]



Kindred Murillo, Ed.D.
Superintendent/President

721 Cliff Drive,
Santa Barbara, CA 93109
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Let your love be greater than your fear.



Kindred Murillo, Ed.D.
Superintendent/President

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CD 63
62



From: Kindred Murillo kmurillo4@pipeline.sbccc.edu
Subject: Fwd: One Way Confidential Board of Trustees Communication -
Date: July 10, 2023 at 5:08 AM
To: Jonathan Abboud jabboud@pipeline.sbccc.edu, MARSHA CRONINGER mcroninger@mac.com, Robert Miller rkmiller2014@gmail.com

----- Forwarded message -----

From: Kindred Murillo <kmurillo4@pipeline.sbccc.edu>
Date: Tue, Jun 6, 2023 at 8:08 AM
Subject: One Way Confidential Board of Trustees Communication -
To: Jonathan Abboud <jabboud@pipeline.sbccc.edu>, Anna Everett <aeverett2@pipeline.sbccc.edu>
CC: Craig Price <price@g-flaw.com>

Good Morning President Abboud and Vice President Everett,

Thanks for the quick chat yesterday about salaries. Please consider this an official withdrawal of my complaint against Trustee Gallardo.

While I do not appreciate her behaviors and often find them offensive, I do not believe that filing a complaint will make things any better.

I believe you are doing a good job in your efforts to build a strong, effective board for the college and I often find myself in awe of the work this Board as a whole has accomplished the last two years. I don't think during these contentious and divisive times we are living in, you can do much better, and do not wish to add to your stress or list of to dos. You have a college to worry about and bringing on a new CEO needs your energy.

Before I leave I will provide you enough documentation to help you if you have these problems again.

I would rather use my energy to help transition Erika, finish the work I started, and assist the Board so that everyone is successful. SBCC deserves a smooth transition. It will be the first one they have had in many years.

With great respect,

Kindred

||

Good Morning President Abboud and Vice President Everett,

I have sat on this all week and not responded. In fact I have not responded to several of Trustee Gallardo's emails this week, so I want you aware of that. The email below is unprofessional as I am doing exactly what the Board of Trustees asked me to do. She has missed so many closed sessions that she has no idea the conversations.

Please consider this notification, I am filing a complaint against Trustee Gallard for violation of BP 2715 and BP 3050. Trustee Gallardo went too far in the last Board meeting both in closed session and open session with her disrespectful behavior toward me.

I would quietly go away in September except for I believe if I don't speak up that I am teaching people to just put up with a bully, and that is not who I am as a leader. And I am just reinforcing her bad behavior which I do not wish on the incoming leader. I have excused her since I came because for a long time I felt she was taking out her anger at the Board for getting rid of Goswami on me, and I felt sorry for her because of the situation in Carpinteria. I am done excusing her for inappropriate behavior that violates Board Policies. I have held three VP's accountable and multiple employees accountable to Board Policy which is very difficult to do. Her treatment of me is starting to impact me personally and my leadership team because they see it. It is hard to defend holding VP's accountable and a Board member is allowed to continue this behavior.

I am not asking you to do anything at the moment, we have too much going on. I just want this on the record so that you have something in writing from me.

I will pull everything together after we make it through commencement, as I don't have time right now to do anything with this. I have sent you a few things already but will put everything in one package.

Thank you, and I do appreciate you and the rest of the Board and will work quietly and collegially to stop this.

Kindred

Following documentation:

On Sun, Mar 12, 2023 at 11:26 AM Kindred Murillo <kmurillo4@pipeline.sbccc.edu> wrote:

Good Morning Board President Abboud and Vice President Everett,

Late last March, March Trustee Gallardo called me and told me I needed to fire or "take care of" employees who she believes were involved in an unsavory situation that Trustee Gallardo was involved in at Carpinteria USD which ultimately led to either her resignation or removal (I don't know what ultimately happened). The employees were Ana Garcia, part-time counselor; Chelsea Lancaster, EOPS classified employee; and she said she wasn't sure the name of the faculty member who posted on social media and would get me the information. It later turned out to be Margaret Prothero, faculty and later she sent me a video of Craig Cook, faculty.

After that I conferred with the college counsel Craig Price and also had a second opinion from Trevin Sims, an attorney who I have worked with in the past who has advised me well.

I reviewed the information she sent me and noted to her in a phone call that I could not find any evidence these employees were using their positions at SBCC or that they made their posts during work hours. I followed up with the email below.

Following is the email I sent to her after conferring with the Board president and Craig for the last time.

Later she sent me a text with a video from CUSD and accused Craig Cook of representing SBCC at the Board meeting.

I told her I would look into it and I did review the CUSD board meetings and found that Craig Cook said he was a "faculty member from SBCC":

CD 69

I told her I would look into it and I did review the SBCS board meetings and found that Craig Scott was not a faculty member from SBCS, and did not say he represented SBCC. I advised her of that.

I was recently made aware that she is telling people that there is a big lawsuit coming and that I did nothing to follow up on her complaint regarding SBCC employees. I want to be clear she directed me to fire or "take care" of these employees which was inappropriate for a board member. I looked into it by spending hours going through CUSD board meetings and found no reason to open an investigation. I handled it with graciousness and care not to cause her any more stress that I felt she must be going through, and to keep things calm at SBCC. I am starting to regret that decision.

The reason I am sending this to you is I wanted this all documented. I want this hiring to go well, and for nothing to explode in this process. I just want you to have the documentation if anything comes up.

Thank you both for having the courage to move this board to a better place. You are both trying to create a good environment for the new president and the college. I really appreciate that and I hope Trustee Gallardo will like the next president and not have to endure what I have dealt with for the last 18 months.

I am ccing Craig on this and my plan is to do everything I can to help keep things calm through the rest of this hiring and until my contract ends. I truly respect the majority of the board and have confidence you will get someone who can move this college forward.

With respect,

Kindred

----- Forwarded message -----

From: Kindred Murillo <kmurillo4@pipeline.sbcc.edu>
Date: Thu, Apr 14, 2022 at 8:00 AM
Subject: Follow up to your inquiry
To: Veronica Gallardo <vggallardo@pipeline.sbcc.edu>

Good Morning Trustee Gallardo,

Thank you for having trust in me to share what you have been experiencing. This must be a very difficult period for you, and I want to do whatever I can to support you in your Board role.

I want to make sure and follow up on the concerns you brought to my attention regarding college employees and their outside activities. I checked with the College Counsel, Craig Price and Trevin Sims, Lozano Smith, who is doing some work for us. Both confirmed for me that the postings you provided me appear to be protected free speech under the First Amendment.

Unless you want to raise your concerns to the level of a complaint in which you document all your concerns, I can't give you a definitive answer as to whether any college policies could potentially be implicated. Please refer to Administrative Policy 3435

https://www.sbcc.edu/boardoftrustees/files/policies/chapter_3_ap/AP%203435%20Discrimination%20and%20Harassment%20Complaints%20and%20Investigations.pdf

I know you will make a thoughtful decision as to whether you wish to pursue a complaint. Neither of us want you to proceed down a path that may undermine your role as a board member. You may wish to consult with an attorney about this.

So please advise on how you would like to move forward. And again, please call if you have any questions or concerns.

Respectfully,

Kindred

2070

Exhibit E
Statement of Authorities and Evidence

V. Violation of BP 2200, and BP 2715 and Accreditation Standards IV. C. 2 and 7. Trustee Gallardo has failed to uphold the principle, in BP 2200 and BP 2715 and ACCJC Standard IV C 2, that once the Board of Trustees has taken action on a decision it moves forward as a whole. Trustee Gallardo had ample opportunity to provide comments, and did provide her comments, when the topic of a COVID-19 vaccine mandate was on the Board agenda. However, after a vaccine mandate was adopted by a majority of the Board on August 5, 2021, Trustee Gallardo did not accept that the matter had been discussed and decided by the Board and repeatedly reargued her opposition to the vaccine mandate and related health requirements during agenda items not on that topic. Trustee Gallardo failed to adhere to BP 2340 to work with the Board President and Superintendent to place on the agenda an item that allows for the constructive communication of her differing viewpoint.

Authorities

Violations of Accreditation Standards threaten the accreditation of the entire college. Loss of accreditation effectively closes the college for all students because it results in the loss of financial aid for students at the college and renders all courses and degrees ineligible for credit at other institutions of higher learning.

Accreditation Standards: (June 2014, currently applicable)

“Introduction

The primary purpose of an ACCJC–accredited institution is to foster student learning and student achievement. . . .There are four Standards that work together to define and promote student success, academic quality, institutional integrity, and excellence. . . .

Standard IV: Leadership and Governance

. . .Governance roles are defined in policy and are designed to facilitate decisions that support student learning programs and services and improve institutional effectiveness, while acknowledging the designated responsibilities of the governing board and the chief executive officer. Through established governance structures, processes, and practices, the governing board, administrators, faculty, staff, and students work together for the good of the institution.

. . .

C. Governing Board . . .

2. The governing board acts as a collective entity. Once the board reaches a decision, all board members act in support of the decision. . . .

7. The governing board acts in a manner consistent with its policies and bylaws.

Board Policy:

BP 2200 states: “The Board fulfills its responsibilities in the following manner:

. . .

Providing District Leadership by

. . .

- acting as a whole once the Board reaches a decision.”

BP 2715 states:

“ . . .

Each member of the Board of Trustees will:

. . .

Demonstrate Effective Leadership by:

. . .

- proposing policy considerations or other agenda items for discussion using established Board procedures including BP 2340 titled Agendas

...

Promote and maintain good relations with other Board members by:

...

- respecting the opinions of others and abiding by majority rule.

...

- refraining from lengthy repetitive commentaries during Board meetings.
- Recognizing what a matter has been adequately considered by the entire Board and refraining from repeatedly revisiting an issue or matter that is a personal interest or concern not shared by the Board as a whole.

...

The Board recognizes the rights of individual Board members to freely express their views and encourages open, informed and thorough discussion of issues before the Board. The Board believes that effective Board members have a responsibility to respectfully express themselves during discussions before Board decisions, whether in agreement or disagreement with the Board majority, in ways that promote the Board's ability to govern the District. However, once the Board has reached a decision on a matter, then the Board acts as a whole and it is the responsibility of every Board member to accept and support the decision that the Board as a whole has reached."

Evidence:

On May 27, 2021 a majority of the Board of Trustees adopted a motion urging that all students and employees receive COVID-19 vaccinations. Trustee Gallardo was present and expressed her views. On August 5, 2021 a majority of the Board voted to to adopt a different Resolution that required (with limited conditional exemptions) students and employees who worked or attended classes in person to be vaccinated, and to comply with required related health and safety measures effective October 2, 2021 or upon FDA approval of a vaccine. The Board received numerous emails and heard and considered extensive public comment both for and against the resolution. Trustee Gallardo was late for the August 5, 2021 meeting but was present for the public comments and the discussion of Resolution 1. She expressed her views against Resolution 1 at length before the Board voted.

Thereafter Trustee Gallardo repeatedly brought up her opposition to the vaccine mandate at length in Board and Sub-Committee meetings regardless of whether it was relevant to the agenda item under consideration. This was disruptive to Board meetings and distracted from a focus on the agenda item before the Board.

The video references and transcriptions below from Board meetings incorporated by reference herein.

October 23, 2021 Board Retreat.

Agenda Item 4.1 Part One – How we communicate with each other, our constituencies, and community under pandemic conditions.

49:47 VERONICA: "Kindred, you had said -correct me if I'm wrong. The Garvin Theatre is excluded from the mandate? "

49:53 KINDRED: "Not excluded. The way we've set it up for the Garvin Theatre is you have to produce a vaccine card or a test that is negative over the last 72 hours. And so I think that is a way of handling this except for the issue of making sure that we don't pack the boardroom so that we're taking care of the safety issues."

50:26 VERONICA: "So that was a creative solution that you thought of Kindred. And so that might be like for Santa Barbara High School when the children graduated they had Covid tests available for the parents. So maybe we just have the quick 15 minute available for the public if they don't have one already. And they just go right in."

(Kindred comments).

50:56 VERONICA: "Or the public can just provide evidence on their own."

(Kindred comments)

51:08. VERONICA: "So I think that is what we are hearing. The college is made up of people and absent the people you don't have a college."

51:45. VERONICA: "Yeah, I do thing that there's roadblocks. And a lot of them have been created by people. Some of them are created by circumstances outside of our control. And I think the biggest roadblock was the vaccine mandate. And with Dr. Benjamin, who was here previously, and she's amazing, and she so candidly admitted-when I asked her, did you have a chance to talk to the community about the resolution with the mandate, and she said no. And with good reason. Her charge was the specific tasks that she had. However, I go back to the college is made up of people. And the people didn't have the opportunity to dialogue, to have these real questions, to put the inquiry question on the table, to investigate it, and to write the evidence, and to debate about it. And that's a very dangerous place to be when the perception in the community is that seven people can sit here and make a decision that's going to impact the health and well-being of the entire Santa Barbara Community College District. It's a dangerous place to be. And Santa Barbara City College, that's not in our mission. That's not in our values. And I don't think it's of anyone's fault. It's been a very emotional season. And a lot people have been able to take the emotion aside, and still think very critically about things, and have the discourse necessary. Other people have been driven by fear anxieties. And so there's a plethora in the range of things that have come up. However, having said that, it prevented folks from coming here and from us to genuinely look at them, and look at their children, and their grandchildren, and the people that need jobs, and the people that need career enhancements. So I still thank that we need to open up. And I know Kindred has said-actually, we dialoged and emailed back and forth. And I finally said to her, perhaps I step aside and let the community come speak to you. And I think that that's what you're hearing. I think you're hearing finally for the first time the community being able to come here and speak. We need have a public meeting where access is the only thing on the agenda-and let the community come and discuss just that, because the community that I've been hearing from is a community that has lost hours in sleep, time away from work. As you guys know, I get the fortunate opportunity to work with children as young as four years old, all the way up to the ages we have here at the college. And everybody is telling us, this is the community we built. It was built by the people. It was funded by the people. It belongs to the people. Don't take it away from the people."

54:55 MARSHA: "Veronica, I have to disagree with your comments. We have had multiple meetings and multiple public comments on these issues. The Board does have a responsibility to make decisions. That's why we're here. We have a made a decision. And it is your ethical obligation as a board member to support that decision. So I'm concerned that we should not be revising these issues again, and again, and again. It is not our job to keep bringing up up things that already been decided. It's our job to move forward. And I recognize these are controversial issues and that there are people who feel strongly against the decision that the board has made, but that is not unusual. It is normal for people to have differing viewpoints. And it is normal to have the discussion that we have had at multiple board meetings to cove these viewpoints. But I do not agree that we are hearing from what you are describing as the community. We are hearing from some people in the community. And actually, a relatively small part of the community. And it is their right to disagree with our decision. It is their right to come and tell us about that. And it is important that that be part of our process, but it does not require us to continually revisit issues that we have made decisions on."

56:44 VERONICA: "So I want to respond. I think you listened to what I said, but you didn't comprehend what I said. So what I said is we need an agenda item for access, because that's how we're going to engage with our community is how we provide access to our college. And that is in the full breadth of everything Santa Barbara City College offers from programs, to dual enrollment, to our School of Extended Learning, and the Career Skills Institute, athletics, you name it. So we've never in the last year have had an opportunity to dialogue with the community. As we've all said, board meeting are a on-way public comments allowed to come in. So we get a lot of receptive-it means we hear it You don't get the expressive two-way conversation. So I think there is a need for an agenda item for access to hear what access to Santa Barbara City College looks like in this agendized item that we have in terms of how we engage with the community and our constitutes. Is that clear, Kindred" Does that make sense to you?"

October 28, 2022 Board Meeting

- **Agenda item 10.1 Faculty Stipends** (Veronica objections to Racial Equity Impact Assessment Project)
- 1:12:40 VERONICA: "So As I mentioned to Kindred in an email, this situation has been going on since before 2019 when grant money that is still federal tax payer money was being used on this. The question was never to question whether we should be doing anything, rather the community and myself, I agree, what it is that we are training and what is the impact? And I have asked the college to show me where is the data shows that this type of training is effective to move the needle for either black, African American, Latino students. I don't how you spend now more to the tune of almost a million dollars because Dr. Goswami gave us the latest numbers that was spent to date so Lyndsay might have it because she helped comply that information."
- 1:12:53 VERONICA: "So I don't how you keep training people to be anti racist and then you pass the most racist mandate that eliminates and kicks students out of the college, 300 students, and the fact we can just sit there and think that 300 households were just disrupted is completely disgusting and unacceptable."

December 22, 2021 Faculty and Community Relations Committee Meeting

Agenda Item 2.4 Subcommittee Consideration of a Potential Timeline for a General Obligation Bond

- 40:59. VERONICA: "So is there, something we can do to make this whole situation better, yes, there is, and one thing we can is get rid of the mandate and see what happens because back when we did this \$85 million budget, we also had a lot of work, students, we had about 14,000 students enrolled back in 2014 when we did this."
- 46:08. VERONICA: "I myself would not vote favorably for a bond right now, as a parent community member teacher educator been asked these questions because of how I know that the college has not affected people with those in positions but if we get all of these things in order then we put out the survey and people are going to respond with a different light, whereas right now they're saying no you've shut the door to city college, why would I say that this is okay."
- 58:58 VERONICA: "I still say get rid of this mandate and just see. Do you get more students? Does our enrollment up? Does the public perception change? Do do people still feel the same about the college?"

- 1:19:27. VERONICA: "...I look forward to a survey perhaps later later, spring, summer, get rid of the mandate, and then let's talk about a small bond once we get our house in order."

February 17, 2022 Board Meeting

Agenda Item : Report of Facilities Subcommittee Meeting

- 1:48:47 VERONICA: "I don't have a question other than I am part of the Facilities Committee, but I was not at that meeting so I would just add that I am not in favor of a bond given our fiscal outlook and would not encourage any member of the community to vote for it at the moment. And so we are a 2-1 committee so a majority's definitely looking at this issue differently. So as a member of the community I do not support a bond given the fiscal outlook. I am not supportive of it in the fact that our college remains closed to the majority of the public with the mandate so we must repeal the mandate, get our fiscal house in order and then I can support a bond and encourage others, but as of now I say no and would ask people to vote no."

Agenda Item: 13.3 Monthly COVID Report

- 4:05:46. VERONICA: "We are only at 60% vaccinated and all the changes in health and the recommendations and the plethora of studies that are out there, I think it is time to remove this mandate... and it was a very noble. ... Don't shake your head Robert...be kind ... it was a noble cause you know the desire to contribute to the vaccination but that certainly was not something Santa Barbara City College was successful in affecting it you know, not great impact at 60% here, so when you look at the effect of the vaccine mandate versus the positive impact that we could have by opening up the college I strongly urge you to go that route because there is a plethora of research now saying that a lot of the things we thought were working don't work and a lot of the things that we thought were...you know we tried it so I want to encourage everyone to have the humility to say we tried it, it didn't work. People who got vaccinated got Covid anyway. People weren't able to come to work, etc. Thank goodness most everybody ..people are back and ready to go. So I just think that looking at the data it is time to move on and get rid of this mandate and open up this college. Thank you."
- 4:14:27 MARSHA: "I think it is important that all of the trustees support the mandate that the board approved and stop criticizing in accordance with Board Policy that once we decided we all support it. "
- 4:15:53. VERONICA: "My last comment is on our student trustee and the barrier that this testing is causing. And Kindred I know you understand and are seeing the disparity of all this and you are in the middle trying to figure out this dance. So I am sorry Trustee Diallo that this is what the students are going through. Lyndsay, I think it is so terrible that students have to shove something so high up their nose and I really think we should consider. Everybody else is accepting a simple antigen test schwab or saliva. No need to require that. It is tyranny. It is terrible. And Marsha I don't need you to correct me with the board policy. This is still a free country where this board should be able to think different, no need to threaten me with ?? where people want to cancel voices that think different. This is a very one-sided board that thinks unanimous about things and I am the one that thinks different. I am your only conservative Latina on this board because nothing ?? about values or about freedom. Not the first time where you have brought

up this board policy and in closed session to intimidate me and threaten me to silence me. And it is not ok.”

April 20, 2022 Facilities and Community Relations Subcommittee

Agenda item 2.4 on Discussion of Retention of a Bond Public Relations Consultant starts at 1:18.

Veronica Gallardo at 1:19:19 thanks and speaks to commentators against vaccine. “This is the one issue that has affected every social class every gender, ethnicity in our community. . . I want the vaccine, I want all mandates, everything to be gone. I want full access . . .and I’m going to continue to support you and your families because you are the heartbeat of our community”

Veronica Gallardo at 1:26:02 (discussing steps to get ready for a bond, PR hire)

“ So I mean as Kindred knows, because you you’ve have done a lot of these, and so there’s a lot of different steps. What I’m concerned with is that we’re getting ahead of ourselves, because right now we still have this mandates so as of now my my vote is no, no, no, no, no bond because of the community. No for this very issue, that we are not an open access institution and we are not inclusive of everybody. So that is in direct opposition of our mission so my concern is that you’re going to spend, or we would spend all this money, and then we would go out on a bond in a six one, because I will vote no to not put this on the ballot unless we get rid of all mandates, because it is unfair, and it just does not make sense to genuinely ask someone to pay more money on their property taxes to raise our taxes for a community college that has shut the door to them, so that continues to be a real issue for me. And then at the same time it’s hard and it’s sad because I spent the whole year 2018 at the hip with Lindsay talking about the people and talking about the things we need to dol mean that’s where all my binders came from, I chaired the Board in 2018, the facilities, all everything, Eric Mittlestead, so this this the facilities has been something that I’ve been so involved in for nine years on the Board now. And to see the college literally shut its doors to people it’s conflicting, and so I don’t, I want to work with you Kindred side by side, and and get either whether it’s Lew Edwards who we worked with in the past and Stradling & Yocca & Carlson who did the timeline for us, I mean I have all these documents that are [inaudible] here looking at them, I’m ready to go, but every mandate must go away. Otherwise we’re gonna go out in a six-one vote, and I will not support this bond. So I think we are getting ahead of ourselves. We need to repeal all mandates first before we talk about this going forward.” 1:28:02

1:28:06 - 1:29:53 Peter Haslund returns to discussion of whether to do an RFP for a PR person or hire from a recommended group. Then he adds “ I do disagree with Veronica in this sense. We, we haven’t shut our campus to anybody. Anybody can come on campus. There are rules that will have to be met in order to be on campus. But we, we’re not shutting our campus down . We are trying to make the campus safe for everybody else and there is no perfect way of making that judgment. I know that and I hope so does everybody else. We, we simply do the best we can with the information we have and the guidelines that are provided by the CDC. And we move forward. But it’s not a closed campus, and that implication bothers me.”

Veronica Gallardo at 1:31:54 - 1:34:22 “I just wanted to say that you know to Peter’s comment it doesn’t seem like we have, Peter, but you know, I, I’m still out in the community, I still work, I still talk to moms and dads and grandmas. And there is a lot of kids that aren’t coming to campus and and the affect to their mental health is just absolutely tragic when you see a young

person whose brain isn't even fully developed yet and so much of their abilities, social registers of what they're learning it gets developed within the context of peer groups all the way up until they're 25 years old, and so there's a lot of young people that have not had access to that and that's a such direct result of Santa Barbara City College's mandates and and that's from grandmothers and mothers and aunts and neighbors. It's true it's happened. I think we did what we did with the information we had and seen as we know now that there's more information. I personally work every day since July first without taking a day off, covering many, many classrooms of many many people that were sick despite having done you know what they thought they were supposed to do, and that didn't prevent them from getting sick. And I gladly stepped up to do our biggest job as what we do. We step up to serve. But it is, it is two different points of view. And for those of us that are interfacing with kids and families every single day, it has been a very tragic thing, I myself, an elected official a Board member I used to be able to run after work and run into the Administration building. My medical privacy is no one's business and so I can't run into a building at City College as an elected official because of the bureaucracy, and all of the barriers we put up because I have to do all these different things to go to a desk. What if I just want to run in there because it's a building that is on my property taxes, I should be able to go there , I'm an elected official, and so I am standing with all the other mothers and fathers and all the kids and neighbors in the community, and I know how it feels, and I talk to them, and it's a very heartening thing. So I do urge all of us to think about it with Justin said This is a human issue, and if we can't empathize at a very human level with the plea of our neighbors then we kinda don't deserve to exist as a community college. We should just privatize ourselves and be something else, because a community college is what we no longer are."

May 19, 2022 Board Meeting

Agenda Item 13.3 Governor's Budget May Revise

Governor's Budget May Revise, recently out. Discussion includes changes in funding so hold harmless benchmarked at 24/25 with no COLA if you have not grown back your enrollments sufficiently to be funded by the Student Centered Funding Formula. Discussion of declining K-12 enrollment including LA and related demographics.

Veronica Gallardo: . . ." 2:59;27 And then I will just note, with the declining enrollment, the archdiocese in LA picked up enrollment, and California across the board saw historic declines in K-12 enrollment. But the private schools are going up in enrollment. So I think that one **strategy continues to be getting rid of the mandate for Santa Barbara City College** because that's one way to capture the kids. And they're out there, and I know them because I speak to them often. And the kids and the families are still there. They're just in private schools, sos that's something for us to keep in the back of our minds. That it's not that they're going away. They're just saying no to public schools because they don't like what's being offered at public school. But Santa Barbara City College is different. We're still a gem. People love us. And so I think that we can impact our enrollment."

May 24, 2022 Facilities and Community Relations Committee

Agenda Item : Discussion of Bond Polling Results with Pollster True North

Veronica Gallardo: at 30:15- 30:58 " My question is, do you know that we have a vaccine mandate on our campus? Answer: "I didn't know that offhand"
Veronica Gallardo: " No. Okay, so that's the biggest issue in our community right now is that. So for me to see that people want access **just reaffirms that the vaccine mandate is something that we need to revisit**, because as the polling stood I was hoping to see a

question about the vaccine mandate, because that completely changes the game, right? You don't have access right now to the campus. So if you're a construction guy your guys can't get rained. If you're wanting to start up your own business you can't go there, if you're trying to learn English you can't go, and so I think that that's the biggest game changer for us right now."

30:59 Answer from pollster: " I want to throw out a word of caution here, which is anytime you're doing bond measures you want to stay away from lightening rod issues, right, things that are divisive in the community. Vaccines are divisive. You have some people who are, they want them gone, right. They don't want vaccine mandates. They should have all this access, and making that change would, might suit their needs. But on the other side you have a bunch of folks who really want them, and they want them in place. . . . Moreover, . . . depending on the demographic balance of your community, you need to pay attention to who the majority are and who the minority are. And in your case, just based on the electoral composition of your likely voter base, it definitely leans left, and that's the group that wants to see these vaccine and mandates in place. So I toss it out not because I'm saying one position's right, one position is wrong. I'm simply saying if we throw vaccines into the middle of this, its gonna have the effect of really pushing people away instead of building a coalition. So we gotta be careful about how that issue is treated.

Veronica Gallardo: 32:24 - 34:56 "Yeah, I think that that's a good point. I think the conflicting message is going to be the the community college traditionally is a pipeline for a higher education for underserved communities, first Gen students, what not and I don't know Tim, yours seems to be in analytics and statistics here, so the research that just came out, I believe it was Medical, Medicaid, and all of the insurance companies just presented all their data to demonstrate which populations and what areas are the folks that did not get vaccinated. Of course we weren't surprised to learn that it was in fact minorities, low income families, communities that traditionally are served by California Community College. So I think that in the opposing argument right now and I will be fully honest with you, I'm a Board member who will vote no on this bond as it stands because we have a really big access issue at the moment and so when we can't have our contractors and our small businesses and start ups and shoot ups who do generate business and keep our economy going when those folks are shut out of access to the college it creates a problem in such a small community that is so tight knit, and, and reliant on a California community college for upward mobility, and really job creation right? SO thank you. I think that the , you know, I wasn't surprised with access priority and CTE. I do think there are other issues too. I would have wanted to see some questions around the college's fiscal health and just to see how folks felt about that, of course the public isn't always privy to some of these conversations at the college level but in our own polling, and I compared your results to the work that Lew Edwards and EMC did for us with Measure S and that polling team above came in strong above 55%, and, and we were guaranteed to get that at that time. Of course they supported the measure, so we can go out as a unified voice and support it and do that. I don't see the support in the community right now. I really don't, and I see it much less than I did back then. Measure S. We did. I was hearing a lot of reasons why the community wasn't ready to support it, and I would say that has more than twofold doubled now I think now. So it'll be, it'll be interesting to see how things play out from here to there. So thank you Tim, this has been very informative."

[Discussion moves into whether to move ahead with a bond measure for November 2022 and the amount of a potential bond measure.]

Veronica Gallardo: 52:56. Asks about Strategic Plan - questions if will go in direction of putting critical race theories into policies, Community will know what direction college is going.

54:30 - 56:59 "As an example to a side deal that we make with the unions is everybody votes and pushes for a vaccine mandate and masking yet you're able to cut a side deal with the unions and say, Oh, but you don't have to wear a mask. So for parents in the community we're

asking them to add attached to their property and we're gonna say we're gonna mask your kids because we have this mandate but on the side we're going to work out a deal with the unions and goes what they don't have to wear a mask. So that's an example of the deals that we cut that the community, it just doesn't look good. I want us to be our best, and to do better for everyone, and to open up this college so it is truly an inclusive community for everyone. And Peter I think that the point that say oh well we tried to make our kid, your kid safe, well, unfortunately, Tim, yeah you know double vaxxed and boosted, I'm sorry you're ill and I hope and pray that you get better, cause its not a fun deal, right, so for us to make nonpartisan decisions, to do what's best for the community to rally everyone around this amazing college that truly can provide so many opportunities to everyone, we really need to do better and move forward and say we looked at all the information available, we want to make sure that we are inclusive of everyone, and we are making nonpartisan decisions and not be moved one side or the other because the reality is there are side deals being done. OK that is a hypocrisy to see [inaudible] up at the podium, taking off her mask in front of the entire public recorded on TV, yet everybody else's kid has to be masked and now we're going to say to the community, Oh, can you pass a bond, and can we touch your property but your kid can't come here because they're not vaccinated, and your neighbor, yeah, they can't get the construction tech training they need it. So those are clear true examples of what's happening in this community and so its not that I won't vote no on the ballot, Robert, what I'm saying is when we vote to put this on the ballot, Santa Barbara City College will go out not unanimously, which is not something we want to do, because we want to unanimously say that we believe that the community should invest 100 million, a 150 million, 300 million whatever that dollar amount it is, and right now, in good faith, I cannot tell the community that they should invest when we have not allowed them to enter and take part in a college that they belong at. We shut the door and that's the truth."

Robert Miller. . 57:12 - 57:33 "I don't know if you noticed this Veronica, but, and this probably won't change your mind, but I did note that your District, in your District *1%, 81% in the poll said they would support the bond measure on that initial question. It was the highest number of any of the districts."

Veronica Gallardo: 57:34 - 59:09 "Yes, it's true, and you know why? Robert because Latinos need access to higher education, but Latinos are not taking this vaccine and so I'm like you, I am not retired, and so I have spoken to mothers, I speak to them on a daily basis, I talk to my neighbors, these are men and women that are some of the hardest working communities, there a community of faith, they're hardworking, they have, they believe in values, they're conservative. You look at the churches every Sunday you go around and ask them if they're taking this vaccine. I have mothers telling me their high school graduates are still sitting at home, so you cannot tell me that you are going to upper access equity inclusion when you have shut out the majority of latinos out of that college where mothers cannot learn English because they can't go to class, where kids cannot go on campus because they don't have a vaccine. Those are things that are unacceptable. That library survey that we just received last week, I am surprised that that was even put up on video for people to see that we pay salaries for that level of service and after all the amount of money that we have spent on anti-racism, diversity and inclusion that that is the mediocrity of services we are providing to the community. It is completely unacceptable, and latinos are waking up. They're not just voting for whatever Democratic initiative that's on the ballot when their families are being shut out of this American dream that they immigrate into this country to get have."

Liz Auchincloss 1:00:19 - 1:01:07 "I just needed to correct Ms. Gallardo because there was not a back room deal made for staff not to wear masks. Staff still wear masks. Many of them prefer to wear masks because they want to protect themselves. So that just was not, that was not true. Staff do not, do not get to go without masks except with everybody who is outside. So I just needed to correct that because you used the generality of unions plural, and that's not true. From my understanding only faculty who are teaching a class can take their mask off

during class. That's my understanding, but staff do not take their masks off. So please don't continue with that when it's just not true."

Veronica Gallardo:1:01:35 - 1:02:24 " Thank you Liz. [inaudible] . . . and for the record [inaudible] . . . and so Kindred you struck a deal with the faculty that they could take off their masks in the classroom so its not all of the staff, so the union faculty got to do that, so that's still wrong, and its hypocrisy and that's what the public looks at when someone's at the podium and Kindred you have the executive order, presidential order be able to say 'Oh I told her she could do that'. Parents took note of that, and it hurt their feelings that their children are masked the whole time and the comments I got were 'so she had the authority the whole time to let my kid breathe? But she only let the faculty do it.' It's not Okay. I think we can do better and let's fix it. So thank you Liz for bringing that up because you're correct. It was this idea with the faculty."

Dr. Murrillo "And It wasn't a side deal. It was an MOU that was actually publicly before the Board"

Veronica Gallardo: 1:02:31 - " Ok, so it's a memorandum of understanding that was negotiated with the union. But where was the public and where was their negotiation? Where, where, we work for them. Your paid by taxpayer dollars. We're elected to serve the community, and they want also their MOU."

May 26, 2022 Board Study Session

Agenda Item: Report of the Facilities and Community Relations Subcommittee on True North Polling re Bond Feasibility

Veronica Gallardo: 19:39 - 20:58 "Thank you Robert for letting me speak for myself. So I'm not in opposition of a bond or bonds. I'm not in favor of Santa Barbara College Board of Trustees putting a bond on the ballot this November 2022 for the reasons Marsha highlighted which I extensively went through all the way seven years back AND because I am not in favor of increasing property taxes for buildings that not everyone in the community would be able to access. So those are the two main reasons. And in looking at my paperwork, I found, you know, a lot of [inaudible] do they're really great, and I've kept a lot of the literature and this really captured a lot of where I hope that as a team and as a Board member group here we move and assess for policy makers and others to trust evidence, evaluations, and avoid political motivations be executed with valid research methodologies, additionally, evidence should be fed into the decision making process rather than be collected afterwards to validate or support an existing decision. And I feel that really captures the heart of what I see and what I think with regard to our policy decisions in what we need to be doing for the health and well-being and future of our community."

June 16, 2022 Board Meeting

Agenda Item Draft Revisions to Resolution 1 (Vaccine Mandate and Related Health Requirements)

Veronica Gallardo: 4:57:57 "Thank you guys for letting me hear that. I, I want to ask all five of you What is your top priority? I heard that you are in favor of vaccine mandate but I want to hear as part of this discussion what's your top priority? I heard Peter say safety."

4:58:20 Kate Parker “Trustee Gallardo, I’m sorry but we are just going to stay on this topic and not kinda start hearing everybody’s priorities and other items, it’s just we need to stay focused on this agenda.

Veronica Gallardo: “What I’m getting at is that as part of the discussion I want to better understand the five, so I heard that in favor of keeping the vaccine mandate, so I want to know where that thought process is, I want to learn more. And I think that’s important as part of this discussion.”

Kate Parker “I just want to be careful because I think that can go in multiple, multiple different ways. You want to share what your priority is? I think that’s fine but I’m not going to mandate that everybody share their personal priorities for SBCC at this time.”

4:59:02 Veronica Gallardo: “No. As part of the conversation for us to move forward with this, so I want to learn more from my colleagues on the Board. So I heard everybody say. But I want to learn more. I want to know more. In thinking about this, what is your priority what do you think about, this, in coming to this conclusion or this issue. What is it you’re thinking. [[inaudible] Because I don’t know that, right. If we were in person we’d have a different collegial working relationship, we’re not right now. I want to learn more about what is it that one is thinking and I think Peter is probably the only one that articulated that his priority when he thinks of this in keeping the mandate in place is safety. But I’d like to hear what folks are thinking.”

Kate Parker 4:59:47 “All right, do you have an comments you want to add for yourself at this time?”

Veronica Gallardo “You know, what I’m interested in, I’m interested in trying to find a better solution. Something that is going to be better for everyone, right, and so here I’m the minority on the Board, and so I have not chosen to disclose my personal information, so as a result I’m sharing in the population of students and families and parents where I this policy is having a disproportionate impact on me as your only bilingual Latina member, so because of the policy there is now a separation and so like many of our students I can resonate with their feelings and I can empathize with families because like them, I also have not been able to access the college I want to access so I think that I have felt that, and it helps me to better empathize with a minority and I haven’t heard what Board members are thinking.” 5:01:03

Veronica Gallardo: . . . 5:28: - 5:29:55 “And, in fact, to go even further, because I have not spoken to any family that is in favor of the vaccine mandate and, in fact, I have had families who mom and dad, you know, they did their thing but of the X number of children it was the right thing to do for the one child, but for a different child for pre-existing conditions developmental trajectory that that child they weren’t able to do it, so now you have families where City College is acceptable to one sibling, but the other sibling has to stay home so not only is it now dividing a a community of peers but now there is division also within the family, so I can’t stress enough enough that this is the most racist policy we have having the biggest disproportionate impact to where you physically see that me as a member of your board, this policy, you are ok, we are ok with Veronica not being here. And I know that’s not in the spirit and heart of our values because we are acceptable to everyone. We just has this beautiful resolution for our community of students that make contributions and contribute a lot to our community and Santa Barbara City College and we’ve done that in the past. So to pass a resolution and then to do this to a population in our community, it’s something that I believe that we will do better and as our Trustee says, together we will think of an alternative, and that it is not a this or a that, but it’s going to be something we didn’t even think about, that is going to be representative of the entire community because that’s what community colleges do, they include everyone period. There’s no but. It’s just everyone is welcome period.”

Policy Committee Meeting July 7, 2022

First Agenda Item is Draft Amendments to BP 3506 Infectious Disease Mitigation

Veronica Gallardo at 27:30 “So the central issue continues to be access” [Bad connection, cannot hear her comments. Then reconnects at 30:50 “ Yeah, yeah, I mean I think that this was like the perfect visual to capture what we hear from students all the time when you force them into an online environment, this is what they get and, um, Santa Barbara City College, we’re all very intelligent, dedicated people, and we can really think of something better, I think, student trustee also echoed that same sentiment that we have to come up with something better for families and for students and everyone in the community, and we have an exceptional team of medical professionals, and I’ll tell you guys, I have not met one specialist pediatrician Dr., family practice that is pushing this on anyone and I’ve spoken to more than a dozen of them across the state. So to see Santa Barbara City College in this region push something like this so hard, um, you have to ask why, and I think that a is what the community is wondering, why is it that Santa Barbara City College wants to be remembered as this, I mean everyone’s gonna die, we’re all gonna die, one day, so when you’re on your deathbed like what do you want to be remembered as? It was Santa Barbara City College an institution that opened the doors to everyone, or was it an institution that really fell into other competing priorities. I don’t know what those individual priorities are for the Board, but I do know that this last year speaking to my own employees and staff, there were people that after the second one, they just couldn’t do it again because of the reaction they got.”

[Lost connection again at 32:58] and didn’t respond to texts and did not return.

Comments from Jonathan Abboud and Dr. Murillo re very long agenda with wide variety of nine policies to cover: equal employment /previous work of Ad Hoc Committee, draft of Equity, diversity, inclusion BP changes, S/P hiring procedures, institutional code of ethics, and others.

September 1, 2022 Study Session

Agenda item is Discussion re (to be) adopted budget for 22/23

Veronica Gallardo 1:45:10 -1:46:53 . . . “And just for Kindred, I just, I,I, I’ve been looking at, now I am looking at the budget and just hearing some of the things that we are doing and also the application, the preliminary application that we just submitted to get things going, it, it seems now just looking at my research at other campuses that this is more of a soft opening for us which makes sense. All the other campuses that are moving along with their climate, their culture, the robust classroom offerings. They’ve all lifted their vaccine mandates and so I think that there is still a very big policy implication that is correlated to this. So I want to commend everybody for the soft opening, for making note that the bookstore should be open at least the first couple weeks for night classes for students, but there is, there is a momentum that we can pick up based on the groundwork that’s been laid here, and I’m really looking forward to the policy implication that is gonna put us in line with some of the colleges that I got to learn about this weekend that launched full force with their plans to open this fall and we’re not there yet but we are definitely in a soft opening and I’d like us to move forward with looking at lifting the vaccine mandate because there are still late start courses that students can enter into and we’ve always had those offerings so anyway, and just wanted to just kinda throw that out there and thank you Dean for a very articulated and clear presentation.

October 20, 2022 Board Meeting

Agenda Item is Resolution 10 to lift Vaccine mandate for in-person effective for Spring term classes

Discussion before Vote

Veronica Gallardo at 4:47:54 asks about change in language to lift vaccine mandate as of October 21, 2022 (tomorrow) for students registering for in person classes so they can come on campus tomorrow without being vaccinated.

Dr. Murillo responds that was the issue about keeping the mandate through the end of the semester to fulfill the promise made to employees which is what is in the Resolution.

Resolution 10 passes.



From: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Subject: Re: SBCC Covid Requirements
Date: September 6, 2022 at 8:43 AM
To: Anne Messner messneranne@gmail.com
Cc: Kindred Murillo kmurillo4@pipeline.sbccc.edu

Good Morning Ms. Messner,

Thank you for humbly sharing your families story. Having worked with a diverse student population, including students like your daughter, I am deeply empathetic and I am aware of what you are describing with regard to sensory.

I am copying interim Superintendent President, Kindred Murillo here. I continue to recommend a policy that makes SBCC open, accessible to all, and one that supports a culture where all students feel they belong.

Until SBCC moves in the direction of our neighboring sister colleges who have already opened their campuses to all students, I want to explore what we can do now to ensure your daughter is provided the differentiated supports she needs to fully access the SBCC Mission.

At the K-12 level we worked through this mask issue and I imagine we can do the same at SBCC for your daughter.

No student in our community should be experiencing the isolation you are describing. Please let us know what support we can offer now, until SBCC removes the vaccine and mask mandate.

On a final note, the college no longer requires students to be tested. I clarified this with Kindred at a board meeting a few weeks ago. Kindred confirmed all parents had to do to enroll their student was get the vaccine exemption and wear a mask. In your case there is something we should be able to do with regard to the mask. I have noticed the SBCC website is not up to date with regard to testing no longer being required. I communicated that to Kindred and she has asked for it to be updated.

Thank you and please let me know how I can continue to support your family,

Veronica

On Sep 5, 2022, at 10:00 PM, Anne Messner <messneranne@gmail.com> wrote:

Dear Ms. Gallardo,

I am writing in regards to the Covid 19 vaccine requirement, testing, and masking mandates that still remain in effect at Santa Barbara City College. These requirements are inherently unfair and discriminatory to unvaccinated students.

My daughter is currently a student at SBCC. She has autism and is a DSPTS student. Because of her autism, she takes a reduced course load. My daughter has also had Covid and, therefore, has natural immunity. Because my daughter has autism, she processes sensory information differently. Mask wearing is extremely difficult for her. Because of SBCC's Covid policies, my daughter has not been able to attend in person classes now for almost 3 entire calendar years. She has been cheated out of a robust educational experience. Before Covid, going to in person class at SBCC was her main source of interaction with other people. Now, she is home, isolated, alone, taking online classes by herself.

The entire premise of the Covid 19 vaccine was that it "would stop the spread." We now know that the Covid 19 vaccine does not prevent infection and vaccinated individuals can indeed catch Covid and spread Covid. Moreover, the CDC itself has acknowledged that myocarditis and pericarditis are known side effects from the Covid 19 vaccines, particularly for adolescents and young adult males, age 16 and older.

In January of 2022, the CDC acknowledged that surviving Covid provides excellent

CE 16

natural immunity. The August 11, 2022 guidance from the CDC indicates that Covid 19 prevention recommendations no longer make a differentiation based on a person's vaccination status. Per the CDD, due to breakthrough infections and naturally acquired immunity, there is no reason to treat vaccinated and unvaccinated individuals differently.

Allan Hancock College in Santa Maria removed their Covid vaccine and testing mandate on May 31, 2022. At Hancock, masking is not required. In October of 2021, the Ventura County Community College District lifted their vaccine mandate and allowed students to choose between vaccination or testing. On August 10, 2022, the Ventura County Community College District board lifted their vaccine mandate entirely. At Ventura College, unvaccinated students are no longer required to test and masking is not required.

SBCC cannot truly be a community college for the entire community so long as these discriminatory Covid policies remain in place. I suspect that SBCC's problem with declining enrollment has a lot to do with SBCC's Covid policies. We are in a very different place than we were a year ago. It is time that SBCC adjusts to this new reality just as Allan Hancock and Ventura Colleges did. I respectfully request that SBCC update their Covid policy to follow the new CDC guidance and remove their Covid vaccine and masking requirements.

Sincerely,

Anne Messner

Exemption: The number of people who have received an approved exemption whether it be a medical or religious exemption or a pregnancy deferral.

Terms Used (Row Heads)

Faculty - Adjunct: Part-time faculty.

Faculty - Fulltime: Full-time faculty.

Faculty Totals: "Faculty - Adjunct" + "Faculty - Fulltime"

Staff - Foundation: The staff of the Foundation for SBCC.

Staff - Fulltime: All full-time staff and the Board of Trustees.

Staff - Hourly: All hourly staff not including student workers.

Staff - Management: All staff with a designation of management.

Staff Totals: "Staff - Foundation" + "Staff - Fulltime" + "Staff - Hourly" + "Staff - Management"

Student - AH: Adult high school students.

Student - CR: Credit students. These are people who are considered credit students by Banner.

Student - NC: Non-credit students. These are people who are considered non-credit students by Banner.

Student Totals: "Student - AH" + "Student - CR" + "Student - NC"

Totals: "Faculty Totals" + "Staff Totals" + "Student Totals"

Important Notes

1.
All rows are unduplicated within that row. So, the numbers for "Faculty - Adjunct" are unduplicated for all adjunct faculty but if there is a Foundation staff member who is also an adjunct they will appear in both rows.

2.
Numbers for different populations fluctuate based upon membership rules for each group which vary. However, the numbers do not change radically from day to day.

—
Dean Nevins, Ph.D.

Executive Director of Information Technology / CISO

Santa Barbara City College

721 Cliff Drive, Santa Barbara, CA 93109

Voice: 805 897-3481

SBCC System Status --



Kindred Murillo, Ed.D.
Superintendent/President

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vggallardo@pipeline.sbccc.edu Veronica Gallardo

Sunday, October 3, 2021 at 8:48:21 PM Pacific Daylight Time

To: kmurillo4@pipeline.sbccc.edu Kindred Murillo

Thank you Kindred, yes this is a cleaner version to view. What's the plan? 55% for students is concerning, I think you'd agree...

How are students going to access the library & student services?

The community is concerned that we are nearing 90% in salaries & benefits & yet students can't access critical wrap around services etc.

How many student services folks including, library, & tutoring are on campus serving students?

Can we disaggregate this data? We are a Hispanic Serving institution, what's the number of students that can no longer access a critical service inside an SBCC building? And no, the community is not sold on this idea that all can be done on-line. If so, are we looking at a reduction in workforce and moving toward serving students through smart technology?

Kindred, you can imagine how troubling this is.

C E 28



From: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Subject: Survey Question
Date: September 2, 2022 at 2:48 PM
To: Kindred Murillo kmurillo4@pipeline.sbccc.edu
Cc: Kathryn Lape klape@pipeline.sbccc.edu

Hi Kindred,

I'm including Kathryn here because she asked about the survey questions. I just read through the questions and I'm concerned that this survey doesn't address what in needs to. And that is, should we continue with a vaccine mandate?

That survey question is not very direct. It reads something like, should vaccines be up to date.

Kindred, this is not okay. I have head Ms. Lape's concerns along with multiple SBCC community members and families. How can we fix this?

I am hopeful we can all work through this.

Please update this to ask a direct question. Our goal for this community college is access for all regardless of vaccination status.

If I missed something as I clicked through to read the questions please let me know.

Thank you,

Veronica

C D E

21



From: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Subject: Testing
Date: September 1, 2022 at 7:54 AM
To: kmurillo4@pipeline.sbccc.edu

Good Morning Kindred,

At the board meeting I clarified with you that the only thing parents had to do in order to attend SBCC classes was:

- get the vaccine exemption
- wear a mask of their choosing

Your reply, was yes.

This message below doesn't communicate that and needs to be updated. The semester started this week and parents enrolled with what you communicated at the board meeting.

Thank You!

Veronica

2. **Testing:** Weekly testing is not required for fully vaccinated students and employees, however, PCR and Antigen testing will continue to be provided at no cost to employees at convenient locations on all three campuses. Continue required weekly PCR testing if you have a vaccine requirement exemption.

C D E

Pictures were floating around this week of an empty SBCC campus & the community is wondering what is going on, where are the students, where are the employees?

Adult high school is another percentage point that is beyond concerning, what's the plan there? These students need a GED, ESL courses, the conditions created under this mandate do not align with the values of SBCC. This is not who we are as a community. Students need to access in person services & classes. I know many of these students by name, and they are not just a number or a percentage.

As one example, you probably know K-12 districts are having a difficult time hiring, in person evening & weekend ECE classes would really make an impact to education right now.

Have you given any thought to what Allan Hancock is doing, providing an exemption for deeply held beliefs, weekly testing options, removing the N95 mask, & instead adding a regular face mask, opening the campus for the students to use the facilities & attend their classes from SBCC.

What is the plan to revisit this and provide the community with the all inclusive & accessible education SBCC once offered?

Please provide us with answers to these questions.

Are you available this week to start meeting with the community? We have many beautiful outdoor spaces in Santa Barbara, and you can leave the college to go out and meet people. Helen did not prioritize this as her focus was internal college operations, and really her focus was the mandate. You don't have that same option & the community is expecting to speak with you. I can join you, our community is amazing and loves SBCC.

Presidents come and go, you will be leaving before we know it & once again the community is left with more loose ends and questions. This has to stop, the impacts to these cycles of turnover is a waste of money that could be used for students. Let's make your short time here a meaningful one and one that can be viewed as short term investment. The community is ready to have a conversation.

Veronica

On Oct 3, 2021, at 7:07 PM, Kindred Murillo <kmurillo4@pipeline.sbccc.edu> wrote:

Trustee Gallardo,

I think this is a more helpful format. Let know what you think. Not all the students in the Group are taking in/person classes.

Kindred

Shown below are the vaccination summary numbers as of the date and time of this email. Below the numbers is a detailed explanation of all of the terms used.

SBCC Groups	Group Count	Uploaded Vaccination Cards	Percentage	Received Incentive	Exemption
Faculty - Adjunct	837	366	43.7%	36	5
Faculty - Fulltime	206	179	86.9%	3	1
Faculty Totals	1043	545	52.3%	39	6
Staff - Foundation	12	12	100%	0	0
Staff - Fulltime	282	275	97.5%	27	11
Staff - Hourly	345	194	56.2%	57	4
Staff - Management	56	56	100%	2	3
Staff Totals	695	537	77.3%	86	18

CE 29
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Trustee Gallardo,

I apologize this has taken so long, and the answers follow your questions or statements. I believe I am up to date on the inquiries you have made of me since I arrived, except for the one I promise below. If I missed anything please advise.

I have cc'd the entire Board of Trustees so everyone has the same information.

Thank you,

Kindred

----- Forwarded message -----

From: Veronica Gallardo <vggallardo@pipeline.sbccc.edu>
Date: Sun, Oct 3, 2021 at 8:48 PM
Subject: Re: Vaccination Summary (Argos CVD 010 Report)
To: Kindred Murillo <kmurillo4@pipeline.sbccc.edu>

Thank you Kindred, yes this is a cleaner version to view. What's the plan? 55% for students is concerning, I think you'd agree...

How are students going to access the library & student services? There are two modalities to access library and student services - F2F and Online. If a student wishes to access F2F they will need to comply with the vaccine mandate. We have worked hard to help and accommodate student needs.

The community is concerned that we are nearing 90% in salaries & benefits & yet students can't access critical wrap around services etc.

Services are provided at the college sites. As I walked around the site, students were using those services in various areas. While I am working on trying to up the hours of services, my observation is we are still not seeing as many students as we have services.

How many student services folks including, library, & tutoring are on campus serving students? Staff will provide me these figures. I don't have these yet.

Can we disaggregate this data? We are a Hispanic Serving institution, what's the number of students that can no longer access a critical service inside an SBCC building? And no, the community is not sold on this idea that all can be done on-line. If so, are we looking at a reduction in workforce and moving toward serving students through smart technology?

May I ask who makes up the term community? Since I have arrived I have three community members contact me. My mobile phone number is all over the place, I try to respond to every inquiry I receive. Students are finding their way to me.

As we try to project the future of what students want, need, and will help them succeed, we will be looking at rightsizing the college and reorganizing to serve students in all the modalities they want and need. These will be face-to-face; online; and hybrid. Some students are loving the remote counseling services because they are more convenient. As we move out of COVID, we are creating a task force to consider these questions and thoughtfully answer them. We should have results of our student survey in the next week, and we are starting a student reengagement effort which will give us some more personal data. Most data I can have disaggregated except for some of the COVID data.

In my opinion, we do not do a good enough job of outreach to our Hispanic population and that is changing. I believe we should have a Puente Program here and other specific outreach to not only our high school population and we need to do more for our non traditional students who work in our community and want and deserve upward mobility. We just received a \$3.5 million HSI grant and I intend to ensure SBCC uses it to benefit our Hispanic populations.

C D E
30

Kindred, you can imagine how troubling this is.

Pictures were floating around this week of an empty SBCC campus & the community is wondering what is going on, where are the students, where are the employees? There are times and spaces where you won't see a lot of students. As I walk about the SB site I witness classroom doors open with teachers instructing classes. We have a several outdoor classes. If the "community" walks over the Student Life, and the cafeteria there are plenty of students. Not sure when the "community" are at the sites. I worked a table this week where we had lines of students. There are students at the college. The fall is 25-31% in-person and spring is starting to look much more like it will be between 45 and 50%.

Adult high school is another percentage point that is beyond concerning, what's the plan there? These students need a GED, ESL courses, the conditions created under this mandate do not align with the values of SBCC. This is not who we are as a community. Students need to access in person services & classes. I know many of these students by name, and they are not just a number or a percentage. We continue to work on accomodating student needs. Dr. Scott, I, the Academic Senate President, and the Faculty Association President are working with our department chairs and faculty to ensure GED and IGETC are in all modalities. Carola Smith does an awesome job of ensuring ESL courses are in appropriate modalities.

As one example, you probably know K-12 districts are having a difficult time hiring, in person evening & weekend ECE classes would really make an impact to education right now. Dr. Scott is working on an enrollment management strategy and important courses students need will be part of that plan. We are engaged in the Strong Workforce Program which helps us gage what occupations to support in our local community.

Have you given any thought to what Allan Hancock is doing, providing an exemption for deeply held beliefs, weekly testing options, removing the N95 mask, & instead adding a regular face mask, opening the campus for the students to use the facilities & attend their classes from SBCC. I only have so much authority under the vaccine mandate resolution. I exercise it carefully, within the parameters the Board of Trustees gave me. I give a lot of thought to every option and what works at one college doesn't always work well at another.

What is the plan to revisit this and provide the community with the all inclusive & accessible education SBCC once offered? I am doing what the Board has asked me to do. I take my instructions from the board as a whole, if the Board wishes to change directions, I am open to that. As much as I try to hear what every Board member says and represents, I learned a long time ago, I work for the board as a whole. I try to give good advice and recommendations, and am hired to ensure the college operates within the statutes of the State of California and adheres to Board policies and procedures.

Please provide us with answers to these questions.

Are you available this week to start meeting with the community? We have many beautiful outdoor spaces in Santa Barbara, and you can leave the college to go out and meet people. Helen did not prioritize this as her focus was internal college operations, and really her focus was the mandate. You don't have that same option & the community is expecting to speak with you. I can join you, our community is amazing and loves SBCC. I am working with the Board president on how these meeting should work. My first few weeks have been fighting fires to get through the vaccine mandate, get a spring schedule that is student friendly, and ensure this college is reaffirmed in accreditation. If you have some suggestions about where to meet 10 to fifteen people in your district please let me know. Jasmine and I will start working on that. I will also be scheduling an open offices hours for the community on Zoom so people who do not have access to transportation or difficulty attending meetings may have access.

Presidents come and go, you will be leaving before we know it & once again the community is left with more loose ends and questions. This has to stop, the impacts to these cycles of turnover is a waste of money that could be used for students. Let's make your short time here a meaningful one and one that can be viewed as short term investment. The community is ready to have a conversation. Your statement about president's coming and going feels very demeaning. My approach to SBCC to treat it like I will be here for the next ten years, because decisions I recommend will impact thousands of

C D E 31

students and the Santa Barbara community for years to come. I have never left a college where it was not in better condition when I left than when I arrived. I am working really hard to make up for a lack of leadership at this college. Yes, president's do come and go, and we do make a difference when we do our job which I am doing. Yesterday I was told by a staff member that I have done more in five weeks than anyone in this position has done during last year and a half.

As I noted earlier I am a professional, and my expectation is to be treated as a professional. I have tried very hard to be respectful and will continue to do so because that is who I am.

Thank you,

Kindred
Veronica

On Oct 3, 2021, at 7:07 PM, Kindred Murillo <kmurillo4@pipeline.sbcc.edu> wrote:

Trustee Gallardo,

I think this is a more helpful format. Let know what you think. Not all the students in the Group are taking in/person classes.

Kindred

Shown below are the vaccination summary numbers as of the date and time of this email. Below the numbers is a detailed explanation of all of the terms used.

SBCC Groups	Group Count	Uploaded Vaccination Cards	Percentage	Received Incentive	Exemption
Faculty - Adjunct	837	366	43.7%	36	5
Faculty - Fulltime	206	179	86.9%	3	1
Faculty Totals	1043	545	52.3%	39	6
Staff - Foundation	12	12	100%	0	0
Staff - Fulltime	282	275	97.5%	27	11
Staff - Hourly	345	194	56.2%	57	4
Staff - Management	56	56	100%	2	3
Staff Totals	695	537	77.3%	86	18
Student - AH	165	78	47.3%	67	0
Student - CR	12976	7159	55.2%	4982	154
Student - NC	3801	2085	54.9%	1387	13
Student Totals	16942	9322	55%	6436	167
Totals	18680	10404	55.7%	6561	191

Terms Used (Column Heads)

SBCC Groups: These are different populations at the College.

Group Count: The number of people in that particular group. So, the "Group Count" for the row "Faculty - Adjunct" refers to the number of people who have adjunct faculty status according to Banner.

C D E
31



From: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Subject: 5. Randomized Vaccine Enforcement
Date: August 23, 2022 at 6:13 PM
To: Kindred Murillo kmurillo4@pipeline.sbccc.edu

5.

“Randomized Vaccine Enforcement: Students and employees are no longer required to check in at the COVID Welcome Tables. Instead, the COVID team will conduct random checks in classrooms and campus buildings to check students’ and employees’ COVID vaccination status.”

Hi Kindred,

There has to be another way to do this. This is not the culture of belonging we strive for at SBCC. There are so many terrible associations that come to mind when one reads this.

I am especially concerned for the students that already reached out to the college and communicated how they were treated. The reality is people are mean spirited and students have reported terrible treatment. I can connect you with a father who shared his story about how his daughter was treated.

I really think #5 needs to be revised immediately. I know you would never treat students unkindly, but COVID vaccine mandates and protocols have led people to treat the unvaccinated or vaccine exempted terribly.

Thank you and call me if you want to discuss.

Veronica

C D E

36

From: Veronica Gallardo vggallardo@pipeline.sbccc.edu
Subject: Survey Question
Date: September 2, 2022 at 2:48 PM
To: Kindred Murillo kmurillo4@pipeline.sbccc.edu
Cc: Kathryn Lape klape@pipeline.sbccc.edu



Hi Kindred,

I'm including Kathryn here because she asked about the survey questions. I just read through the questions and I'm concerned that this survey doesn't address what in needs to. And that is, should we continue with a vaccine mandate?

That survey question is not very direct. It reads something like, should vaccines be up to date.

Kindred, this is not okay. I have head Ms. Lape's concerns along with multiple SBCC community members and families. How can we fix this?

I am hopeful we can all work through this.

Please update this to ask a direct question. Our goal for this community college is access for all regardless of vaccination status.

If I missed something as I clicked through to read the questions please let me know.

Thank you,

Veronica

C D E 56