On Tuesday August 18, I burned with the best of them, cooking to order, hot dogs and hamburgers for our incredibly dedicated district staff at the annual District-site Summer Picnic. The Summer Picnic serves as an opportunity to not only show our appreciation for the time, effort and commitment of the classified staff, but it allows us to commune with each other in a relaxed environment outside of the office. The picnic was a success due to the thoughtful planning and level of participation of our staff. During the lunch hour we enjoyed a hula hoop contest, croquet, jenga and a beach themed costume contest! We also had the pleasure of recognizing the District’s Employee of the Year. Congratulations to Paul Krikorian and to every one of the nominees. The line up was impressive, all very deserving of the recognition. Thank you to President Lorraine Prinsky, Trustee Dave Grant, Trustee Mary Hornbuckle and Student Trustee Quentin Cronk for joining the festivities. You made excellent and fair judges for the costume contest, as the compition was steep. Congratulations to Leonard Kawabe for winning best dressed and to the Financial Aid Department, winners of the Most Creative Department. I can’t say thank you enough to all of the classified staff and managers who give their best everyday to ensure the success of our students. Follow Coast Colleges on Instagram to view some of the pictures. View all of the Summer Picnic pictures by clicking here.
Open Enrollment available through September 2 (attached)

I’ve continued to work with Vice Chancellor Cindy Vyskocil and her staff on spreading the message about Open Enrollment. With less than two weeks left in this open enrollment cycle, we are encouraging employees to assess their healthcare needs, review the District’s HMO and PPO plans, and make necessary changes before time runs out.

We are continuing to monitor our costs to provide coverage to employees and how it may relate to the “Cadillac tax”. This 40 percent nondeductible excise tax could apply to any month where the employees’ coverage exceeds a threshold amount. Due to the cost sharing formula for high-cost coverage, any district employees with PPO plans may be subject to incur portions of the Cadillac Tax – approximated to be nearly 3.8 million dollars. During Open Enrollment, it’s important that employees are active participants in reviewing our HMO and PPO plans and make changes accordingly. See the document attached to view a side by side comparison of our existing plans.

Stabilization Frequently Asked Questions (attached)

At the Wednesday, August 19 board meeting, Vice Chancellors Andy Dunn and Andreea Serban gave an in-depth presentation on stabilization; explaining in greater detail the impact that stabilization will have on the District. They did an excellent job and I’m confident that they helped to answer many questions and address several concerns. For your reference, we have created a FAQ sheet to help with any unanswered questions or confusing aspects of stabilization. See the full document attached.

I’m looking forward to the start of a new fall semester on Aug 24. Have a great week ahead.

Gene Farrell, Interim Chancellor
## HMO vs PPO: What’s the Difference?

When choosing a healthcare plan with Coast Community College District, it’s important that you know about all of the available options for coverage. As the health needs for you and your family change, choose a plan that fits your current needs.

The District’s HMO plans and the PPO plan have aspects that will work with your current needs. Review the key factors in each plan. If a change needs to be made, now is the time!

**OPEN ENROLLMENT** is available through September 2nd. Need details on your plans? [CLICK HERE](#)
Coast Community College District

What is the definition of stabilization?
- Stabilization means that the District reports, for a given fiscal year, a lower number of CA resident FTES than its established funded FTES base for the fiscal year. The District will still receive the same State funding for the (2014-15) fiscal year and the next fiscal year (2015-16) as long as the District reports, at a minimum, a CA Resident FTES number equal to its 2014-15 established funded FTES base.

Why did the District decide to enter into stabilization?
- Entering into stabilization for 2014-15 was a matter of deciding if eligible CA resident FTES that we already achieved from the classes offered in summer 2015 should be reported toward the 2014-15 fiscal year or toward the 2015-16 fiscal year. Regulations allow FTES generated by certain summer classes to be counted toward either fiscal year.
- Due to softening enrollment demand, the actual total CA resident full-time equivalent students (FTES) earned in 2014-15 was substantially lower than the projected FTES. Had the District not entered into stabilization we would have had to use close to 1,700 California resident FTES from summer 2015 to maintain the funded FTES base for 2014-15, placing the Colleges at greater risk for 2015-16 fiscal year.

Are there any negative impacts of the 2014-15 stabilization?
- No, there aren’t any negative impacts of the 2014-15 stabilization. There are no class reductions and no staff reductions. The District is not financially harmed. There are no budget reductions, reductions in services, layoffs, hiring freeezes, salary cuts, or furlough days.
Will this have an impact on my position, salary, program or workload?

- There are no class reductions associated with this stabilization. In fact, the number of classes offered in 2014-15 increased substantially and the classes scheduled to be offered in 2015-16 also represent an increase compared to 2014-15. There is no negative impact on employees or students as a result of entering into stabilization for 2014-15. There are no budget reductions, reductions in services, layoffs, hiring freezes, salary cuts, or furlough days.

How is this stabilization different from when the District entered into stabilization in 2012-13?

- The decision to enter into stabilization at that time was made before the start of the fiscal year with the intentional goal of reducing expenditures through reduction of classes. This was done in order to save money during a time of severe budget cuts and fiscal uncertainty, as well as to avoid layoffs, had the budget cuts continued in 2013-14. The decision to enter into stabilization for 2014-2015 is very different.

Are there any advantages to stabilization?

- Yes. The decision to proactively and strategically enter into stabilization for 2014-15 strengthens the Colleges’ position to achieve the funded FTES base for 2015-16 and potentially have the opportunity to capture growth funding. Other advantages are:
  - The District is not financially harmed. The District will receive the same State funding as long as the District reports in 2015-16 a minimum total CA Resident FTES equal to the funded FTES base for 2014-15.
  - The District enters 2015-16 in a position of strength in terms of CA Resident FTES.
  - The District gains the potential opportunity to capture growth funding in 2015-16 and going forward.
  - It provides the opportunity to develop a thoughtful and purposeful district-wide enrollment management plan, including consideration for new full-time faculty hiring to support growth and student success initiatives.
Continued (Are there any advantages to stabilization?)

- It provides the opportunity to have district-wide engagement through participatory governance in order to determine strategic direction for growth, in terms of programs and courses, students served, and balancing access and success goals.

- The District has the opportunity to utilize the one-time State funding in the 2015-16 State budget to enhance marketing and outreach efforts, as well as to address other key areas for the District.

- The District has the opportunity to utilize the additional State funding in the 2015-16 State budget to hire additional full-time faculty while in stabilization.

Does entering into stabilization in 2014-15 have any impact on fiscal years 2015-16 or 2017-18?

- The District is not financially harmed. The District will receive the same State funding for 2015-16 as long as the District reports in July 2016 for the 2015-16 fiscal year a minimum total CA Resident FTES equal to the funded CA Resident FTES base for 2014-15. The State funding for 2016-17 will be determined based on the total CA Resident FTES achieved for 2015-16 and, subsequently, achieved for 2016-17.

Will our enrollment goals increase due to stabilization?

- The minimum enrollment target for 2015-16 will not increase due to stabilization, it remains achieving the funded CA Resident FTES base for 2014-15. If additional CA Resident FTES (district-wide) are achieved, it will help the District to capture available growth funding. For fiscal year 2015-16, the available funding for the District is 2.5% growth above the 2014-15 funded CA Resident FTES base.

Is there a progressive decline in enrollment?

- There is not a decline in enrollment but there is a slow movement of growth. While we have and will continue to grow the number of classes offered in summer sessions, borrowing the increased FTES from the trailing summer session is both costly and detrimental on an ongoing basis.
How is the District addressing the challenges with enrollment?

- At the request of the Board of Trustees, an Enrollment Management Taskforce will be formed to address some of the complex issues associated with enrollment. This task force is being formed by the Chancellor and the Chancellor’s Cabinet. Meetings are intended to begin in the fall.

What can employees do to help?

- All employees can help, regardless if they work directly or indirectly with students. Increasing enrollments will require continued and concerted efforts to provide students with the best possible experience at Coast Colleges – from the moment individuals express interest in one of our colleges, to application, to enrollment, to graduation/transfer or other forms of completion – we are here for the students and we need to do everything in our power to support students through our work, day in and day out. In addition, each of us is, in our own way, an ambassador for our colleges and district. Word of mouth is as important as any other form of marketing. Speaking highly and positively about our colleges and the district with friends, neighbors, or any others whom we come in contact, whether in our official capacity as employees of the District or as individuals in our private lives, makes a great difference.