



San Bernardino Community College District
Board Strategy Session
April 23, 2026
5:00 pm-6:00 pm Pacific Time

Physical Meeting Location:
San Bernardino Valley College, B-100
701 S. Mount Vernon Avenue
San Bernardino, CA 92410

Public records relating to an open session agenda item that is distributed within 72 hours prior to the meeting is available for public inspection in the Office of the Chancellor at SBCCD, 550 E. Hospitality Ln., Suite 200, San Bernardino, CA, during regular business hours or on the District's website www.sbccd.edu

Anyone who wishes to address the Board of Trustees on an agenda or non-agenda item may do so pursuant to Board Policy 2350 Speakers. Presentations relating to matters on the agenda shall be heard before the vote is called. Comments on non-agenda items shall do so at the time designated on the agenda. Comments must be limited to three (3) minutes per speaker or 20 minutes on the same, or a substantially similar subject, unless the Board votes to extend the time limit.

If you have questions about access or if require an accommodation in order to participate in the public meeting, please contact the Chancellor's Office at (909) 388-6903 as far in advance of the Board meeting as possible.

- I. **OPTIONAL - SAN BERNARDINO VALLEY COLLEGE TOUR 4:00 p.m.**
- II. **CALL TO ORDER – PLEDGE OF ALLEGIANCE**
- III. **PUBLIC COMMENTS ON AGENDA AND NON-AGENDA ITEMS**
- IV. **CLARIFICATIONS**
- V. **ACTION AGENDA**
 - A. 2026 Early Retirement Incentive Plan
- VI. **PRESENTATIONS**
 - A. San Bernardino Valley College Update
- VII. **ADJOURN**

The next meeting of the Board: Business Meeting
May 14, 2026, at 4:00 PM
SBCCD Boardroom
550 E. Hospitality Ln., Ste 200
San Bernardino, CA 92408

SAN BERNARDINO COMMUNITY COLLEGE DISTRICT

TO: Board of Trustees

FROM: Dr. Diana Z. Rodriguez, Chancellor

REVIEWED BY: Dr. Diana Z. Rodriguez, Chancellor

PREPARED BY: Jose F. Torres, Executive Vice Chancellor
 Kristina Hannon, Vice Chancellor, Human Resources, Payroll, Police Services, and Health and Safety Administration

DATE: April 23, 2026

SUBJECT: Consideration to Approve the 2026 Early Retirement Incentive Plan

RECOMMENDATION

It is recommended that the Board of Trustees approve the 2026 Early Retirement Incentive Plan for eligible employees effective July 1, 2026.

OVERVIEW

As a long-term cost savings strategy and a proactive measure the District is recommending approval of an early retirement incentive plan. It is important to note that this is not a typical supplemental employee retirement plan (SERP); retirement health benefits are not being offered. However, employees will still be eligible to participate in the service retirement options afforded by their bargaining unit contract.

ANALYSIS

A total of 49 faculty and staff have taken advantage of the incentive based on meeting the following criteria. The cost of the plan is \$3.9 million dollars with net savings of \$4.5 million over 5 years.

Eligibility Requirements as of June 30, 2026	1. Employee must be at least 55 years of age as of June 30, 2026 <u>and</u> 2. Have a minimum of five (5) years of service with the District	
Classification Payout Amount	\$75,000	CTA
	\$75,000	CSEA
	\$75,000	Confidential
	\$75,000	Management



2025-2026 Timeline	December 12	Board Pre-Approved the offering of the 2025-26 Early Retirement Incentive Plan
	January 13	Announcement to Eligible District Employees
	February 4-5	Group Orientation Meetings on Retirement Plan Incentive (In-Person & Zoom)
	February 9-12	Individual Counseling Sessions for Interested Participants (In-Person & Zoom)
	March 26	Enrollment Package & Letters of Resignation due – Applicant Window Period Closes
	March 30	Final Determination of Plan Implementation
	April 2	Last Day to Rescind Resignation
	April 23	Final Approval Recommendation to Board
	May 14	Board approves resignations/retirements
	June 30	Participants Retire from District
	July 1	2025-2026 Early Retirement Incentive Plan becomes effective
	July 15	District Funding Due
	August 1	First Benefit Payment

SBCCD GOALS

4. Ensure Fiscal Accountability/Sustainability

FINANCIAL IMPLICATIONS

The financial implications based on our target is a one-time payout amount of \$3,9 million which will be paid out from the SBCCD Unrestricted General Fund balance.

2026 Early Retirement Incentive Plan Participants

Employee Name	Location	Title
Adler, Dawn	SBVC	Professor, Physical Education
Azenaro, Renee	CHC	Professor, Art
Blackwell, Shari	DIST	Administrative Coordinator
Brydson, Annie	CHC	Child Development Assistant
Camacho, Albert	SBVC	Custodial Supervisor
Camacho-Kelly, Martha	DIST	Purchasing Agent
Cota, Marco	SBVC	Dean Student Services
Davila, Javier	CHC	Grounds Caretaker
Davila, Maria	CHC	Student Services Technician II
Davis-Brackins, Audrey	SBVC	Lead Child Development Teacher
Dial, Troylynn	CHC	Counselor
Fisher, Darrell	SBVC	Lead Custodian
Garcia, Stacy	DIST	Manager, Workforce Development
Gideon, Angelita	SBVC	Circulation Supervisor
Gowen, Laura	SBVC	Administrative Coordinator
Hughes, Richard	CHC	Professor, Geology
Huston, Celia	SBVC	Librarian
Kates, Johnny	SBVC	Custodian
Kelly, Daniel	DIST	Custodian
Kelly-Silagy, Deana	SBVC	Counselor
Kozanova, Marina	CHC	Professor, Spanish

2026 Early Retirement Incentive Plan Participants

Employee Name	Location	Title
Kracher, Gloria	SBVC	Custodian
Krehbiel, Deanna	DIST	Executive Director, Economic Development Corporate Training and Technology
Larivee, Elizabeth	SBVC	Counselor
Lawler, Kenneth	SBVC	Professor Physical Education
Lee, Chongui	SBVC	Professor, Mathematics
Lewis, Stephanie	SBVC	Division Dean
Lillard, Sheri	SBVC	Professor, Chemistry
Menendez de Grande, Dinora	SBVC	Custodian
Meyer, Stacy	SBVC	Professor, Culinary Arts
Milligan, Marty	SBVC	Director, Student Accessibility Services
Ramirez, Steve	CHC	Professor, Mathematics
Rosales, David	SBVC	Professor, Art
Roseli, Gabriel	DIST	Senior Technology Support Specialist
Rubio, David	SBVC	Director of Athletics
Schmidt, Jeffrey	CHC	Professor, Spanish
Sousa, Juana	CHC	Financial Aid Coordinator
St Jean, Cynthia	CHC	Executive Administrative Assistant
Sysawang, Stacy	CHC	CTE Program Support Specialist
Thomas, Vanessa	SBVC	Division Dean
Torres, Maria	DIST	Human Resources Coordinator
Trasporte, Catalina	SBVC	Administrative Assistant III

2026 Early Retirement Incentive Plan Participants

Employee Name	Location	Title
Urbanovich, James	CHC	Professor, Communication Studies
Vargas, Genaro	SBVC	Maintenance Worker
Vargas, Leticia	SBVC	Custodian
Walker, Heidi	SBVC	Mail Clerk
Weaver, Teresa	SBVC	Professor, Psychiatric Technology
Williams, Dana	SBVC	Administrative Assistant II
Wurtz, Keith	CHC	Vice President of Instruction

SAN BERNARDINO VALLEY COLLEGE

BOARD OF TRUSTEES STRATEGY SESSION

A Century of Community & Excellence · A Blueprint for the Future

Thursday, April 23, 2026

5:00 PM · Business Conference Center (B-100)

Come with a DREAM, leave with a FUTURE.

GOAL 1

Eliminate barriers to student access and success

GOAL 2

Be a diverse, equitable, inclusive, and anti-racist institution

GOAL 3

Be a leader and partner in addressing regional issues

GOAL 4

Ensure fiscal accountability & sustainability



TODAY'S SESSION— AT A GLANCE

April 23, 2026 · All Four SBCCCD Strategic Goals in Action

Welcome & Opening	<i>Dr. Gilbert J. Contreras</i>	Session framing · District Strategic Plan
Centennial Experience Update	<i>Paul Bratulin · Mike Layne</i>	Centennial milestones · Foundation endowment · \$1M+ Gala
Goal 1: Access & Success	<i>Rosie Esparza · Dr. Ray Carlos</i>	Financial aid · Basic Needs · EBT · Omnitrans / Metrolink
Goal 2: DEIA & Belonging	<i>April Dale · Dr. Nori Sogomonian · Ula Matavao · Keenan Giles</i>	BSI · HSI Taskforce · Men of Color Action Network
Goal 3: Regional Leadership	<i>Yvonne Gutierrez-Sandoval · Dr. Shannon Millen · Lorrie Burnham · Yolanda Simental · Angie Vogel</i>	Den2Den · SB Airport/ Aeronautics · Nursing · Health Sciences
Goal 4: Fiscal Sustainability	<i>Leticia Hector · Gabriel Martinez -Lazaro · Tammy Mathis</i>	Enrollment growth · Dual enrollment · Grants
Student Testimony	<i>Anthony Blanco</i>	STEM student story · All four goals reflected
Presidential Remarks & Close	<i>Dr. Gilbert J. Contreras</i>	Acknowledgments · Statewide leadership
Board Discussion & Q&A		



San Bernardino Valley College

A Century of Community

The SBCCCD Strategic Plan calls Valley College to be a gateway to opportunity and prosperity. In our centennial year, we turn that vision into reality .

GOAL 1

Eliminate barriers to student access and success

GOAL 2

Be a diverse, equitable, inclusive, and anti-racist institution

GOAL 3

Be a leader and partner in addressing regional issues

GOAL 4

Ensure fiscal accountability & sustainability

Dr. Gilbert J. Contreras, President · Welcome & Opening



San Bernardino Valley College

Valley College advances community .

During our centennial year, we will host nearly 250 events for community partners and more than 300 college events inviting the community to campus.



San Bernardino
Valley College

VIDEO

SBVC Celebrates
100 Years of Community
& Excellence



San Bernardino
Valley College

THE CAMPUSWIDE CENTENNIAL EXPERIENCE San Bernardino Valley College

All Goals | Paul Bratulin & Mike Layne

- 100 events to celebrate 100 years
- Capturing this moment in history:
 - College branding initiative
 - Podcast
 - Documentary
- National earned media: LA Times, People, Fortune, KTLA, CBS LA, CC Journal, EdSource



1st place statewide winner for Centennial Gala design, CCPRO Awards 2026



THE CAMPUSWIDE CENTENNIAL EXPERIENCE



San Bernardino
Valley College

All Goals | Paul Bratulin & Mike Layne

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1st place statewide winner for Centennial Gala design, CCPRO Awards 2026

SBVC FOUNDATION— CENTENNIAL GROWTH



San Bernardino Valley College

All Goals · Mike Layne, Executive Director

\$7.2M

Net Assets
End of FY 2024–25

\$8.6M+

Investment Account
Balance (April 2026)

\$801K

Scholarships Awarded
FY 2024–25

\$5M+

Foundation Grants
2020–2025

THE GROWTH STORY

- Net assets: \$4.6M (2019) to \$7.2M (2025)
- Centennial Gala: raised \$1M+
- Scholarships: \$224K (2020) to \$801K (2025)



SBVC FOUNDATION— CENTENNIAL GROWTH



San Bernardino Valley College

All Goals · Mike Layne, Executive Director

\$7.2M

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FY 2024–25

\$5M+

Foundation Grants
2020–2025

A CULTURE OF GIVING

- Employee giving grew:
153 participants, \$63K annually (2025-26)
- Support from the **community**:
 - \$2.2M Yuhaaviatam of San Manuel Nation grant
 - \$1.5M Aguilar Community Project Funding
- Every scholarship dollar is a student barrier removed



GOAL 1 | ELIMINATE BARRIERS TO STUDENT ACCESS & SUCCESS

A Century of Access

Remove barriers → increase outcomes

Financial Aid & Scholarships — Rosie Esparza

Basic Needs, EBT & Transportation — Dr. Ray Carlos



GOAL 1— ELIMINATE BARRIERS TO STUDENT ACCESS & SUCCESS



San Bernardino Valley College

Rosie Esparza · Dr. Ray Carlos

\$63.2M

Total Financial Aid Disbursed 2024-25

6,009

Pell Grant Recipients (2025–26, on track to exceed)

+553%

Student Success Completion Grant Growth

+277%

Direct Loan Volume Growth (2024–25 →2025–26)

- Total financial aid disbursed to students in 2024-25 was the highest in 99 years
- Pell Grant: 5,765 students received \$23.8M in 2024-25
2025-26 already at \$39M originated with 6,009 recipients
- Student Success Completion Grant:
Increased from 152 to 994 students (+553%);
Increased from \$276K to \$2.19M (+694%) in a single year



BASIC NEEDS: ACCESS & HEALTH



San Bernardino Valley College

Goals 1 & 3 · Dr. Ray Carlos

STATE LEADER

IEHP Partnership: SBVC is the statewide model for connecting students with Medi-Cal, CalFresh & basic needs resources through a data-sharing framework now being replicated across California.

7,359

Omnitrans Trips
Jan–Feb 2026 alone

24,700+

Diapers Distributed
2023–2026

7,359

Food Pantry Visits
2025-2026

746

CalFresh
Student Contacts

313

Basic Needs
Referrals 2025-26

FOOD & DIAPER PANTRY

Nearly 1,500
unique students
received support

TRANSPORTATION

45,536 trips via
OmniTrans GoPass

\$13,485 in estimated
fare savings

7,278 students served

HOUSING

HHIP Grant:
2 apartments
23 students

Den2Den:
170 applicants
10 housed
30 beds reserved

CALFRESH & MEDCAL

Referrals are up 148%

IEHP collaboration

GOAL 2 | BE A DIVERSE, EQUITABLE, INCLUSIVE & ANTI

- RACIST INSTITUTION

A Century of Belonging

Belonging is not a program at SBVC — it's a system.

Black-Serving Institution Designation — April Dale

HSI Taskforce — Dr. Nori Sogomonian

Men of Color Action Network — Ula Mata vao · Keenan Giles



GOAL 2 — BE A DIVERSE, EQUITABLE, INCLUSIVE & ANTI-RACIST INSTITUTION



San Bernardino Valley College

April Dale · Dr. Nori Sogomonian · Ula Matavao · Keenan Giles

+7%

Hispanic Student Course Success Rate Goal

+7%

Black/ African American Course Success Rate Goal

1st

Black-Serving Institutions in California

17%

Increase in Black/ African American Student Enrollment

BLACK-SERVING INSTITUTION · April Dale

SBVC among the first community colleges in California to receive this designation

Faculty professional development, equity coaching, and data-informed instruction built in

HSI TASKFORCE · Dr. Nori Sogomonian

Partnered with Dr. Gina Ann Garcia (UC Berkeley) — nationally recognized HSI 'Servingness' scholar guiding our identity

Hispanic course success rate goal:
Course success rate, 2025-26: 70%
Course success rate, 2030-31: 77%

MOCAN · Ula Matavao & Keenan Giles

MEN OF COLOR ACTION NETWORK (MOCAN): structured mentorship, academic support, and identity-affirming community

Black course success rate goal:
Course success rate, 2025-26: 64%
Course success rate, 2030-31: 71%

BLACK-SERVING INSTITUTION: HISTORIC BSI DESIGNATION

Goal 2 · April Dale



San Bernardino Valley College



Affirms commitment to intentionally serving Black students through equity-centered practices

Valley College is formally recognized as a statewide leader in Black student success

BSI Taskforce shared recommendations with College Council, with major highlights, such as Creating an office of Black Student Success and strengthening community partnerships.



MOCAN: BELONGING AS INFRASTRUCTURE



San Bernardino
Valley College

Goal 2 · Keenan Giles & Ula Matavao

MOCAN serves ALL men of color — Black, Hispanic/ Latino, Asian, Pacific Islander, and beyond. Charter officially awarded April 1, 2026. The infrastructure is being built now and it is already producing belonging.

WHAT IT IS

Mentorship, academic support, and socio-emotional well-being

Connected to Equity Plan, BSI, HSI, and AANAPISI frameworks

Aligned with Vision 2030 and the college's commitment to 'Servingness'

THE ECOSYSTEM

Umoja-Tumaini among the most innovative programs in the national Umoja network

Taytayan · BROTHERS/ A2MEND · A2G: culturally relevant cohort models running in parallel

WHAT'S NEXT

Staffing the work

Expand intentional outreach

Integration with existing equity initiatives

MOCAN as the model for what belonging infrastructure looks like at a serving institution

GOAL 3 | BE A LEADER & PARTNER IN ADDRESSING REGIONAL ISSUES

A Century of Community

SBVC is closing the gap between regional job demand and educational supply.

Den2Den Partnership — Yvonne Gutierrez-Sandoval & Dr. Ray Carlos

SB Airport / Aeronautics — Dr. Shannon Millen

Nursing & Health Sciences — Lorrie Burnham, Yolanda Simental, Angie Vogel



GOAL 3 — BE A LEADER & PARTNER IN ADDRESSING REGIONAL ISSUES



San Bernardino Valley College

Yvonne Gutierrez-Sandoval · Dr. Ray Carlos · Dr. Shannon Millen · Lorrie Burnham · Yolanda Simental · Angie Vogel

DEN2DEN PARTNERSHIP & STARFISH

SBVC– CSUSB student housing and resource-sharing partnership

Regional collaboration model: higher education institutions addressing community needs together

National recognition for Starfish innovation — SBVC's early alert and student success technology cited as a model



SB AIRPORT / AERONAUTICS

Professional Pilot Program: launched with Riverside Flight Academy (FAA Part 141)

ATC: one of only 30 FAA-approved 'Basic' schools in the nation

NASA Space Grant awarded

sUAS/ Drone programs launching



NURSING & HEALTH SCIENCES

15+ active clinical partners:

Arrowhead Regional

Kaiser Riverside & Ontario

CommonSpirit

St. Bernardine Medical Center

Community Hospital of SB

New San Manuel Health collaboration



BUILDING THE IE'S HEALTHCARE WORKFORCE



San Bernardino Valley College

Goal 3 · Lorrie Burnham · Yolanda Simental · Angie Vogel

~90%

NCLEX-RN
Pass Rate

~96%

Graduate Job
Placement Rate

85-90%

Graduates Staying
in Inland Empire

\$2.6M+

Nursing Infrastructure
Grants

Song-Brown Grant Funding: ~\$890K across two award cycles

New CAI Grant: \$288K to expand RN apprenticeship: will double existing apprenticeship enrollment

New Health Sciences Building: simulation labs, VR, wearable tech, Apple integration



GOAL 4 | ENSURE FISCAL ACCOUNTABILITY & SUSTAINABILITY

A Century of Stewardship

Smart growth + funding alignment

Historic Enrollment Growth & Grants — Leticia Hector
& Gabriel Martinez-Lazaro

Grants Portfolio — Tammy Mathis



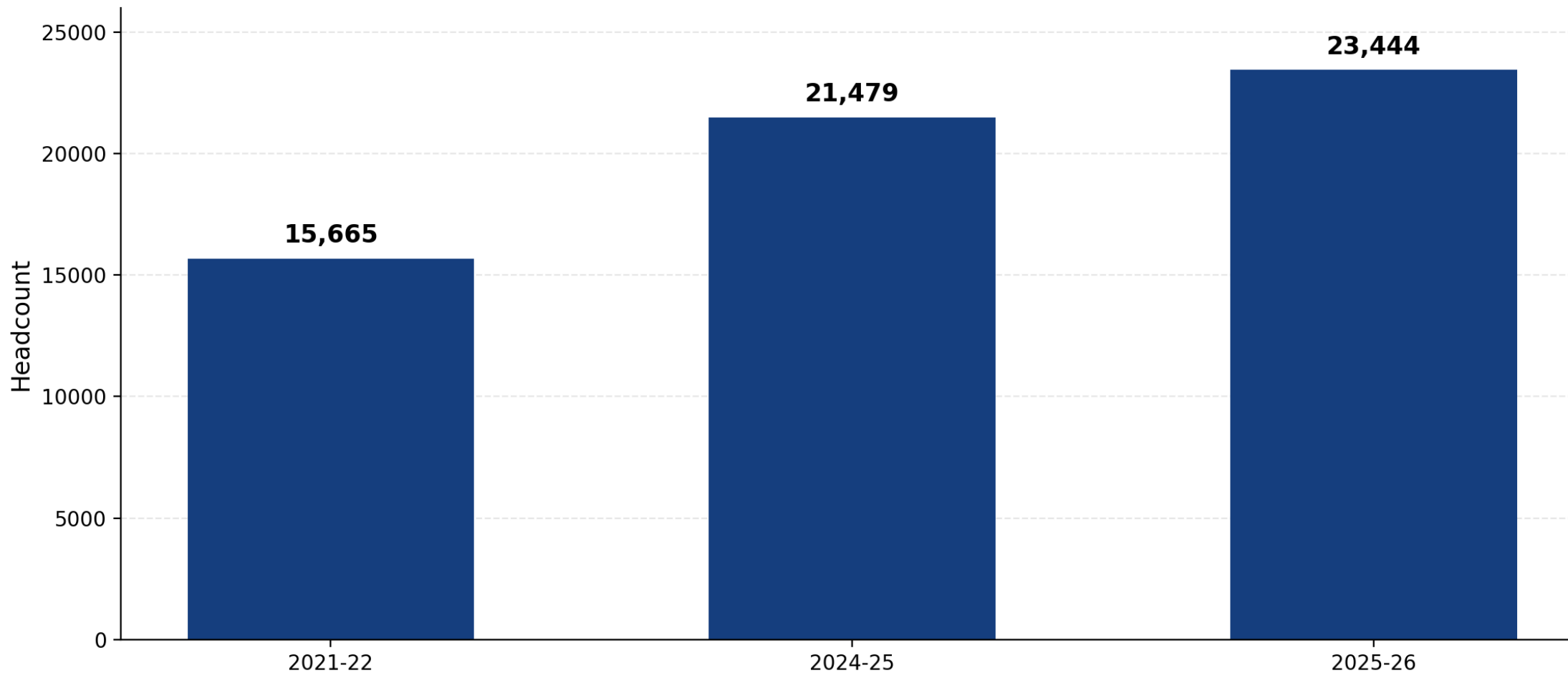
GOAL 4 — ENSURE FISCAL ACCOUNTABILITY & SUSTAINABILITY



San Bernardino Valley College

Gabriel Martinez-Lazaro • Leticia Hector • Tammy Mathis

SBVC Enrollment - Verified Headcount Growth



50%+
Enrollment Growth 2020-21 → 2025-26

+120%
Enrollment Growth
Students Age 19 & Younger

40%
Increase in Dual Enrollment Growth

- Enrollment: ~15,665 (2021-22) → ~23,444 (2025-26)
- Age 19 & Younger Enrollment: 3,912 (2021-22) → 8,601 (2025-26): +120% increase
- Dual Enrollment Growth: 3,221 (2024-25) → 4,499 (2025-26): +40% increase

GRANTS & EXTERNAL FUNDING



San Bernardino
Valley College

Goal 4 · Tammy Mathis

\$13.5M

Total active grant portfolio: 33 active grants across student access, workforce, health, and community

\$3.1M in new grants received in April 2026 alone · 11 additional proposals pending



BEFORE WE CLOSE

**I want you to meet a
future **civil engineer.****

Anthony Blanco



**San Bernardino
Valley College**

100 YEARS OF COMMUNITY & EXCELLENCE

Valley College **advances community**.

SBVC is not just aligned with the District Strategic Plan, we are demonstrating what it looks like at full scale.

■ When access is simplified → enrollment grows by 50%+

■ When belonging is real → students persist and equity gaps close

■ When programs align → the Inland Empire workforce benefits

Advancing community happens at the college, in the district, and *with* the community.

Come with a DREAM, leave with a FUTURE. · valleycollege.edu/100



San Bernardino
Valley College

THANK YOU!



San Bernardino
Valley College



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