

Professional Growth and Sabbatical Leave Committee

Tuesday, September 2, 2025
12:50 pm – 1:50 pm
Zoom Meeting / CAADO Room 319

Meeting Agenda

Call to Meeting: 12:53 pm

Committee Members: Antonio Curtis, LaNeshia Judon, Frankie Moore, Estrella Romero (Co-Chair), Sara Nafzgar, Debbi Renfrow, Lijuan Zhai (Co-Chair).

Guests: Graciela Carringella, LaToya McKnight, Katherine Koh

I. Approval of the September 2, 2025 Agenda

- **First:** Sara Nafzgar, **Second:** Sara Nafzgar; Approved by Consensus.

Approval of the June 3, 2025 Minutes

- **First:** Debbi Renfrow, **Second:** LaNeshia Judon, **Abstentions:** Frankie Moore, Sara Nafzgar; Approved by Consensus.

II. Information Only: None

III. Discussion Items

- a. Meeting Summary – PG&SL college leads report out to their respective academic senates on a regular basis. There was discussion to create consistent summary for all senate reports while balancing transparency with confidentiality. The committee will discuss this further at the next meeting before making a decision on how to proceed.
- b. Brown Act – The committee discussed the requirement for PG&SL committee to comply with the Brown Act, and there were concerns regarding publicizing confidential personnel information. Estrella Romero will consult with General Counsel Keith Dobyms first.

IV. Professional Growth New Requests

Valencia Ferrell (MVC) – Request for approval of a Professional Growth Plan to complete a Doctor of Social Work (DSW) at California Baptist University.

- **Motion – First:** Frankie Moore, **Second:** LaNeshia Judon; Approved by consensus.

Daniel Grajeda (Norco) – Request for approval of a Professional Growth Plan to complete 12 units of graduate courses at University of La Verne.

- **Motion to table this request until the October 7, 2025 meeting – First:** Frankie Moore, **Second:** Debbi Renfrow; Approved by consensus.

Barry McNaughton (MVC) – Resubmission of request for approval of a Professional Growth Plan to complete a Ph.D. in Digital Music Composition at University of California Riverside with updated new courses for the committee’s review. It was determined that MUS 290 and MUS 292 were approved for reclassification purposes, and MUS 147 was not approved as it is an undergraduate course.

- **Motion – First:** Frankie Moore, **Second:** Antonio Curtis; Approved by consensus.

Vivian Ygloria (RCC) – Request for approval of a Professional Growth Plan to complete an Educational Doctorate (Ed.D.) in Higher Education Leadership at California Baptist University.

- **Motion – First:** Sara Nafzgar, **Second:** Debbi Renfrow; Approved by consensus.

Motion to extend meeting by 10 minutes – First: Antonio Curtis, **Second:** LaNeshia Judon; Approved by consensus

V. Salary Reclassification New Requests

Ruben Aguilar (Norco) – Request for Salary Reclassification to move from Column E to Column F due to completion of 16 approved units from California Baptist University. There was a previous balance of 2.0 carry-over units from March 2025, which leaves a balance of 3.0 carry-over units.

- **Motion – First:** LaNeshia Judon, **Second:** Antonio Curtis; Approved by consensus.

Marqueetta Booker (RCC) – Request for Salary Reclassification to move from Column E to Column F due to completion of 16 approved units from California Baptist University. HR verified that there are 9.0 carry-over units at time of hire, which leaves a balance of 10.0 carry-over units.

- **Motion – First:** Frankie Moore, **Second:** Debbi Renfrow, **Abstention:** LaNeshia Judon; Approved by consensus.

Carrie Foster (MVC) – Request for Salary Reclassification to move from Column E to Column F due to completion of 15 approved units from University of La Verne. HR verified that there was no carry-over unit at time of hire.

- **Motion – First:** Debbi Renfrow, **Second:** Antonio Curtis; Approved by consensus.

Lua Gregory (RCC) – Request for Salary Reclassification to move from Column D to Column E due to completion of 15 approved units from University of La Verne. HR has verified that there are 9.34 carry-over units at time of hire, which leaves a balance of 9.34 carry-over units.

- **Motion – First:** Debbi Renfrow, **Second:** Sara Nafzgar; Approved by consensus.

Lisa Hernandez (Norco) – Request for Salary Reclassification to move from Column C to Column D due to completion of 15 approved units from California State Polytechnic University, Pomona. HR has verified that there is 0.6 carry-over unit at time of hire, which leaves a balance of 0.6 carry-over unit. First: Nafzgar Second: Moore, approved by consensus

- **Motion – First:** Sara Nafzgar, **Second:** Frankie Moore; Approved by consensus.

William Kim (RCC) – Request for Salary Reclassification to move from Column E to Column F due to completion of 18 approved units from California State Polytechnic University, Pomona. There are 3 carry over units for the next reclassification.

- **Motion – First:** Debbi Renfrow, **Second:** Antonio Curtis; Approved by consensus.

Cynthia Outlaw (RCC) – Request for Salary Reclassification to move from Column E to Column F due to completion of 10 approved units from California Baptist University. HR verified that there are 9.0 carry-over units at time of hire, which leaves a balance of 4.0 carry-over units.

- **Motion – First:** Frankie Moore, **Second:** Sara Nafzgar; Approved by consensus.

VI. Open Hearing

VII. Next Meeting Dates:

- October 7, 2025

Meeting Adjourned: 1:58 pm