

Peralta Community College District

333 East Eighth Street • Oakland, CA 94606 • (510)466-7202

Office of the Chancellor

July 16, 2020

Trustee Julina Bonilla Board of Trustees Peralta Community College District 333 East Eighth Street Oakland, CA 94606

Dear Trustee Bonilla and members of the Peralta Community College Board of Trustees,

Please accept this notice of my resignation from the position of Chancellor for the Peralta Community College District effective August 15, 2020. I have made every effort to foster a well-functioning district, pursue the goals and policies of the board, and meet the needs of the community, students and employees of Peralta Community College District.

You will be pleased to know that extensive progress has been made on addressing many of the challenges the district faces. This includes filling key vacancies and stabilizing staffing across the district; strengthening the fiscal integrity and health of the district; initiating the migration and modernization of the technology infrastructure; refining the district organizational structure and clarifying centralized and decentralized services; increasing the level of "productivity" in the offering of instruction strengthening the relationship with the Peralta Colleges Foundation; and restructuring the OPEB Debt. We still have a ways to go but we have made tremendous progress.

I would also like to share with you the areas that I think merit your immediate attention. Indeed, these are the issues that compel me to make the ultimate decision to resign. As board members entrusted with the stewardship of the public's precious resource, it is critical that you address the problems caused by individual board members. I believe these problems to be:

- Effective Board governance
- Hostile conduct toward others and each other
- Violations of confidentiality with respect to closed session
- Violations of the Brown Act relating to closed session topics
- Interference in investigations of complaints against board members
- Collusion with the unions against the interest of the district and undermining the collective bargaining negotiations processes

- Interference with fair and effective hiring practices, putting the district in legal jeopardy for unfair and discriminatory hiring practices
- Fostering a culture of contempt by modeling disrespect and contempt for executive administration and empowering special interests to do the same.
- Exhibiting hostility and contempt toward administration, particularly a pattern of practice against African American executive staff
- Undermining the role of the CEO and the ability of the CEO to carry out responsibilities
- Harassment of the CEO to the extent that it creates emotional distress beyond that which is bearable or should be tolerated.

This is not an exhaustive list detailing my experience/perspective while serving as Chancellor at Peralta Community College District for nine short months, but it certainly is a start in detailing the issues that I believe undermine the district's ability to attract and retain leadership at the executive level. These issues cast a poor light on the board as a whole and the district – and place the district and its four colleges in continual fiscal jeopardy thereby undermining the ability of Peralta Community College District to successfully meet the needs of students and the community.

I arrived at Peralta Community College District with an interest in serving my community and contributing my professional experience and expertise to a cause and a district about which I care deeply. I am leaving with that same care and concern, pulling for the best in, of, and for Peralta Community College District and the students it serves. I wish you and your next Chancellor all the best.

Respectfully Submitted,

Legine Stanback Strong

Dr. Regina Stanback Stroud Chancellor

CC: Executive Leadership Team Chancellor's Office Staff California Community Colleges Chancellor Eloy Oakley