



**MERRITT
COLLEGE**



Drug-Free School and Communities Act (DFSCA)

Biennial Review

Reviewing Academic Years
2023-2024 and 2024-2025

OVERVIEW

Drug-Free Schools and Communities Act

The Drug-Free Schools and Communities Act (DFSCA) requires that, as a condition of receiving funds or any other form of financial assistance under any federal program, a college or university must adopt and implement a drug and alcohol abuse prevention program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by all students and employees both on school premises and as part of any of its activities. Creating a program that complies with the regulations requires a college or university to do the following:

- Prepare a written policy on alcohol and other drugs.
- Develop a sound method for distribution of the policy to every student and employee each year.
- Prepare a biennial review report on the effectiveness of its alcohol and other drug prevention programs and the consistency of policy enforcement.
- Maintain its biennial review report on file so that it can be submitted the U.S. Department of Education, or any other entity or individual, if requested to do so.

Compliance with the DFSCA

Merritt College and the Peralta Community College District comply with the requirements of the DFSCA. The College has implemented a variety of programs and services to prevent the abuse of alcohol and the use, unlawful possession, and distribution of illicit drugs both by students and employees, as demonstrated through this biennial review.

Specifically, PCCD does the following:

1. Annually distributes to each student and employee:
 - Standards of conduct that directly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on school premises or as part of any of its activities;
 - A description of the applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol; A description of the health risks associated with the use of illicit drugs and the abuse of alcohol; and
 - A clear statement that the institution will impose sanctions on students and employees for violations of the standards of conduct, a description of those sanctions, up to and including expulsion for students or termination for employees, and referrals for prosecution consistent with local, state, and federal law.
2. The objectives of the biennial review as identified by the U.S. Department of Education include:
 - Determining the effectiveness of the program, assessing and implementing any needed changes to the program; and

- Ensuring that the disciplinary sanctions for violating the College's standards of conduct are enforced consistently.

The current biennial review report is available on the Merritt College Drug and Alcohol [website](#). Archived biennial reports are maintained on file for submission to the U.S. Department of Education, if requested to do so. As is the case for many universities and colleges across the United States, drug and alcohol awareness efforts directed to Merritt College students and employees focus on harm reduction and prevention. As well, the College fully supports those who choose to remain abstinent from the use of alcohol or other drugs, and it seeks to provide a broad array of activities that are alcohol and drug-free.

Report Preparation

The following departments provided information and/or input for this report:

- Campus Safety
- Student Health Services
- Vice President of Student Services
- Student Life & Activities
- Student Athletics

PROGRAM INVENTORY & ASSESSMENT

The section below provides an inventory of the College's AOD prevention program elements.

Drug Alcohol-Free Activities

The College offers a broad range of drug and alcohol-free activities, including guest speakers, sporting events, student club/organization events, academic opportunities, social programs, and others. Some of these activities specifically target evening audiences so as to divert high-risk evening drinking into pro-social activities. All student activities are drug and alcohol-free events.

Wellness Center

The College's Wellness Center provides mental health and health services to students. Services include:

- **Mental Health Services:** The Wellness Center offers students struggling with alcohol and drug concerns with both individual and group counseling. Every student that requests an appointment for mental health counseling completes an alcohol and drug screening at intake. Mental Health Counselors are training in motivational interviewing and harm reduction techniques, which are evidenced based practices that are effective in treating and reducing alcohol and drug use and abuse.
- **Campus Outreach and Workshops:** Every year campus outreach and workshops are prioritized around student needs. Several mental health and wellness presentations are offered in classrooms, as well as campuswide. The goal is to provide students with ways to manage stress and increase coping strategies to reduce alcohol and drug use. Some of the presentations included: Stress Management, Protecting Your Mental Health, While Living in Unprecedented Times, Suicide Prevention and Mental Health and Wellness. The campus-wide events are intentional to prevent alcohol and drug use by increasing community and feelings of belonging among students (Welcome Week, Wellness Day, National Coming Out Day, Annual Health & Wellness Fair, etc.)

Wellness Center staff that includes Health Services Coordinator and Mental Health Counseling Interns who often collaborate with community partners to ensure students get the proper support if drug and alcohol use and abuse is beyond the college's scope of practice. Here are some agencies that play an integral role in our alcohol and drug support referrals:

- **Alameda County ACCESS Line:** Alameda County's system wide point of contact for screening & referrals for mental health treatment and drug and alcohol use and abuse concerns for those that have Medi-Cal. The county provides a brief phone intake to assess level of need and then a connection to available local community clinics for therapy and other resources is made.

- Crisis Support Services in Alameda County: Trained crisis intervention counselors are available to receive crisis calls and give supportive counseling 24 hours a day, every day.
- Highland Hospital Substance Abuse Program: The Substance Abuse Program at Highland Hospital focuses on the early stages of recovery and works with both men and women that are 18 and over who may have on-going cases with the criminal justice system. They have a specific program for women that are in the perinatal phase in their pregnancy and struggling with drug and alcohol use.
- SAMHSA's National Helpline: SAMHSA's National Helpline is a free, confidential, 24/7, 365-day-a-year treatment referral and information service (in English and Spanish) for individuals and families facing mental and/or substance use disorders.
- Cherry Hill Detoxification Services: The Cherry Hill Detoxification Services Program consists of two complementary components that are located on the Fairmont Hospital grounds: the sobering unit and the detox unit. The Cherry Hill Detoxification Services Program is specifically designed to meet the needs of Alameda County communities, including law enforcement, hospital emergency departments, alcohol and drug treatment programs, medical/psychiatric clinics, community CBOs and individual community members.
- AA/NA: Alcoholics Anonymous and Narcotics Anonymous is a fellowship of people who come together to solve their drinking and drug use problems. It doesn't cost anything to attend A.A. or N.A. meetings. There are no age or education requirements to participate in. Membership is open to anyone who wants to do something about their drinking or drug use problems.

The College's Wellness Center [website](#) also includes a focused page on Drug and Alcohol Use and Abuse. There is helpful information and resources available for students from our [Basic Needs Center](#).

The College's Wellness Services are the most effective component of our AOD program. Students who have participated in individual counseling and workshop presentations and our data shows that our preventative measures are effective:

- During the 23-24 academic year, over 894 mental health counseling appointments were utilized by 192 students. Of those students, 100% reported that they were better able to cope with problems after participating in counseling, and they are better able to make healthier educational, emotional or health related decisions.
- During the 24-25 academic year, over 964 mental health counseling appointments were utilized by 188 students. Of those students, 100% reported that they were better able to cope with problems after participating in counseling, and they are better able to make healthier educational, emotional or health related decisions.
- Of the students who participated in a Wellness Center workshop, 100% said they learned something new and were able to identify new skills and ways of coping.

Wellness Services are also evaluated annually throughout the annual program update and every three years through the college's extensive program review process. Every year the surveys and program review results show that there is a significant need to expand the program and increase the number of staff to better support the students' needs. Every semester there is a waitlist of students who are waiting to get support from a mental health counselor. Currently, there is only one full-time licensed mental health faculty member coordinating and providing support over the medical services, mental health services, crisis intervention, and the alcohol and drug prevention efforts on a campus. In 2023-24, there are 3 PT interns (20 hrs. a week); in 2024-25, 1 adjunct and 2 interns (20 hrs. a week) including 2 student workers assisted in supporting this load.

Online Orientation

Merritt's [Online Orientation](#) is available for students year-round. Online Orientation provides students with information, resources, and tools to be successful. It also familiarizes students with the Code of Conduct which addresses critical issues including PCCD's Drug and Alcohol policies.

Cares Team

The [Cares Team](#) is the College's Behavioral Intervention Team responds to non-immediate concerns about students. It was established to respond to students of concern and to take a proactive approach to discuss potential issues, intervene early, and provide support and behavioral response to students displaying varying levels of disruptive, disturbed, and/or distressed behaviors before they rise to the level of a crisis.

Any college-related conduct or behavior that prevents any student from attaining his or her educational goals is a concern to members of the college community and potential violation of the Student Code of Conduct. This conduct may be referred to the CARES Team for investigation and possible assistance, referral, or disciplinary action.

The CARES Team has been charged with upholding policies and maintaining a healthy and safe environment for the college community. The CARES Team centralizes the reporting of concerning student behavior and encourages early intervention.

College faculty, staff and administrators may file a [reportofconcernonline](#). In 2022, the CARES team added Drug/Alcohol Abuse as an "Area of Concern" to report. In the 23-24 and 24-25 academic years, the college received # of referrals related to "Drugs/Alcohol" or "Other drug concerns"

For 2024-2025, the VPSS offered the [Panther Servingness Campaign](#) "Putting students first" to address student concerns.

Athletics

Merritt College student athletes are expected to always exhibit the highest levels of behavior and decorum—this applies both on and off the field. Student athletes adhere to the Peralta Student Code of Conduct and regulations of the California Community College Athletic Association (CCCAA). Prior to each season, Student Athletes meet yearly with the Athletic Director (AD) to review CCCAA for eligibility. At this meeting, the AD discusses the prohibition of alcohol and drug use in detail. Student Athletes complete and sign the Student Eligibility Report [Form 1](#) -- Form 1 eligibility includes acknowledgment of the CCCAA Decorum Policy which prohibits the use or possession of any drugs, alcohol or tobacco. Violations result in discipline including ejection from that contest and suspension from the next two contests and other sanctions as deemed appropriate.

In the time covered by this Biennial Review, as it pertains to drug and alcohol use, Merritt College student athletes had 0 violations of the PCCD Student Code of Conduct and 0 violations of the CCCAA State Decorum Policy.

Courses

HEALTH EDUCATION

Health Education (HLTED) - Housed under Division I, Kinesiology and Athletics department, HLTED offers a variety of classes that explore health issues and promote wellness to enhance personal development as well as provide pathways into health related majors and careers in the industry. Examples of transferrable course that include the study of AOD use and abuse, include:

HLTED 1: Exploring Health Issues

Examination of current problems related to individual and community health: Sexual behavior, birth control, sexually transmitted diseases, drugs, consumerism, environment, psychosomatic health, nutrition, physical fitness, and preventive Medicine.

HLTED 20: Health and Wellness Personal Change

The role of nutrition, physical activity, environmental factors, and psychosocial influences on health: Raises awareness of health issues and the role of personal responsibility in maintaining health.

HLTED: Independent study in Health Education

In-depth exploration of an area or problem of the student's choice not covered by regular catalog offerings in Health Education. Students must obtain approval from an appropriate faculty member. For more details, see the section on independent study in the college catalog.

Employee Assistance Program (EAP)

The district has established an [Employee Assistance Program](#) to help employees manage life challenges including drug dependency and alcohol abuse. Eligible employees are encouraged to contact the Employee Assistance Program for assistance, especially in the case of drug dependency or alcohol abuse. The district will provide new eligible employees with a complete description of the employee assistance program and will annually remind continuing employees to seek assistance if needed.

Peralta Safety App

The PCCD Safety App was introduced in Fall of 2025. In the Safety Toolbox tile, students can access Support Resources including Warm Line; referral services to drug & alcohol programs; and information on PCCD Health Services.

POLICY INVENTORY

The Peralta Community College District is committed to having an alcohol-free and drug-free campus. Board and administrative policies are available to students, employees, and the public [online](#) and are included in the College Catalog, Schedule of Classes, student online orientation, and subject-relevant webpages on the College's website.

Full text of these policies and procedures can be viewed with each link.

[BOARD POLICY 3550 DRUG FREE ENVIRONMENT AND DRUG PREVENTION PROGRAM](#)

BP 3550 states the district and its colleges are drug free and shall be free from all and any unlawful drugs. The use of tobacco is also against district policy (AP3570). Any member of the Peralta district that violates this policy will face punishment. These punishments are congruous with local, state, or federal law. The district can also choose to use disciplinary action that includes recommendations for rehabilitation programs, suspension, demotion, expulsion, or dismissal.

[ADMINISTRATIVE PROCEDURE 3550 PRESERVING A DRUG FREE ENVIRONMENT FOR EMPLOYEES](#)

AP 3550 states the district is committed to giving its employees a drug-free workplace and campus environment. The district highlights its prevention and intervention through education. Employee Assistance Program (EAP) was put in place to help Peralta Employees with life challenges. These challenges can include drug and alcohol abuse. If any employee violation can result in proper action up to or as far as termination of employment, as well as a recommendation to rehabilitation program.

[ADMINISTRATIVE PROCEDURE 3500 CAMPUS SAFETY](#)

AP 3500 affirms there will be a safety plan distributed to the Peralta community to ensure that they are a part of the decision making about personal safety related to crime

prevention and response. Contents of the Personal Safety Handbook includes information on drug, alcohol, and tobacco prevention.

BOARD POLICY 3515 REPORTING OF CRIMES

BP 3515 states that required by law, there will be a report for all incidents reported to Peralta security about crimes committed on campus that included violence, theft, illegal drugs, or alcohol. These reports can be made available as required by law

AP 3551 PRESERVING A DRUG-FREE ENVIRONMENT FOR STUDENTS

AP 3551 states that the college will stay drug-free and take steps to ensure that students on campus will stay drug-free. Students can and will receive disciplinary action if they are caught violating this procedure. To ensure the campus can and will remain drug-free, students have access to speak to any counselor about resources for drug abuse treatments. The Vice-Chancellor will also send out the DAAPP to all students, so they are aware of the policies of the district on keeping the campus drug-free.

AP 3560 ALCOHOLIC BEVERAGES

AP 3560 affirms the college has been designated “Drug free” and clearly describes the circumstances in which the consumption of alcohol permitted. It is also a violation of policy for anyone to consume or possess alcohol in any public or private area of campus without prior to District approval. Organizations or groups in violating alcohol or substance policies or laws may be subject to sanctions by the district.

AP 3570 SMOKING ON CAMPUS

AP 3570 states that the district is declared a smoke and tobacco-free environment. Any form of smoking indoors or outdoors at any Peralta community college location is prohibited. District property includes owned, leased, or otherwise controlled by the district, including but not limited to classrooms, offices, lobbies, lounges, waiting areas, stairwells, restrooms, walkways, sidewalks, lawns, athletic fields and viewing stands, parking lots, warehouses, storage yards, and District-owned or leased vehicles. The AP describes penalties for violating this policy.

BOARD POLICY 5500 STANDARDS OF STUDENT CONDUCT

BP 5500 lists the standards of conduct that PCCD students are expected to follow. If they do not, they are subject to discipline. The discipline process is detailed and states potential disciplinary actions, including but not limited to the removal, suspension or expulsion of a student.

ADMINISTRATIVE PROCEDURE 5500 STANDARDS OF STUDENT CONDUCT, DISCIPLINE PROCEDURES AND DUE PROCESS

AP 5500 fully outlines the student conduct policy and procedures. Section IV contains the conduct policy and lists areas of violation for discipline including IV.A.9. The use, sale, or possession on campus of, or presence on campus under the influence of, any controlled substance, or any poison classified as such by Schedule D in Section 4160 of the Business and Professions Code or any controlled substance listed in California Health and Safety Code Section 11053 et seq., an alcoholic beverage, or an intoxicant of any kind; or unlawful possession of, or offering, arranging or negotiating the sale of any drug paraphernalia, as defined in California Health and Safety Code Section 11014.5.

PROCEDURES FOR DISTRIBUTING ANNUAL AOD NOTIFICATION

According to the PCCD website, an annual notification will be sent to all students and employees.

BP 3550 states The District will annually notify its employees of the Prohibition of Drugs and Alcohol through the publication of the “[Personal Safety Handbook](#).”

According to AP 3551 The Vice Chancellor of Academic Affairs (or designee), will ensure that the District’s Drug Abuse and Alcohol Prevention Program (DAAPP) will be emailed to all students following the census deadlines for each term, each academic year to ensure all students receive the notification regardless of when they enroll. The notification will include the consequences of illicit drug and alcohol abuse violations on campus, including possible criminal sanctions and student disciplinary action up to and including expulsion pursuant to applicable state/federal law and District policy and administrative regulations. The purpose of such sanctions and discipline is to urge students to begin the personal process of rehabilitation. The notification will provide a list of campus and community resources available to all students, such as counseling and rehabilitation for persons with alcohol or drug-related problems.

A review of the District’s Drug Abuse and Alcohol Prevention Program (DAAPP) will occur biennially. The Vice Chancellor of Academic (or designee), in coordination with the college Vice Presidents of Student Services, will be responsible for conducting the district’s biennial review. The review will consist of an assessment from several sources, including, but not limited to, surveys of District students and employees and data-related to reports including alcohol and drug incidents that resulted in a criminal or disciplinary investigation.

The Vice Chancellor of Human Resources (or designee) will ensure the information is available on the district’s website and that all new employees receive a copy of the district’s policies and procedures related to preserving a drug and alcohol-free workplace

during new employee orientation with Human Resources. All new employees will be required to sign an acknowledgment attesting that they received a copy of the annual notification and related policies and procedures. A copy of this acknowledgment will be placed in their personnel file.

Additionally, PCCD includes the AOD program of information that is part of the Consumer Information annual notice-- distributed via email to students and employees no later than Oct 1, annually.

VIOLATIONS & SANCTIONS

Campus Safety produces an Annual Security Report (ASR) in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crimes Statistics Act. The ASR contains information for each of the College's related to campus safety and security, crime prevention, emergency response, disciplinary action, campus and community resources, and alcohol and drug policies. Furthermore, the ASR identifies policies specifically addressing prevention and response to sexual assault, domestic violence, dating violence, and stalking. Included in the report is data on violations, referrals for sanctions, and arrests regarding alcohol and drug incidents.

According to page 55 of the [2024 PCCD Annual Security Report](#) (the most recent at the time of this Biennial Review), Merritt College has had 0 arrests related to drug possession in 2022-2023, and 2024-2025.

In compliance with PCCD BP/ AP 5500 Standards of Conduct, students may be sanctioned by the college. Under California AB 602, "Students receiving medical treatment for the personal use of drugs or alcohol shall not be subject to disciplinary action with respect to the use of drugs or alcohol in violation of the rules and regulations governing student behavior adopted pursuant to subdivision (a) if they complete an appropriate rehabilitation program, as described in subdivision (d)." In the period covered by this biennial review, students were referred to appropriate medical treatment; students were sanctioned as it relates to drug and alcohol related incidents.

SUMMARY AND RECOMMENDATIONS

This biennial review assessed Merritt College's Alcohol and Other Drug (AOD) Prevention Program and the consistency of policy enforcement during the 2023–2024 and 2024–2025 academic years. The review included an examination of prevention programs, student support services, campus policies and procedures, annual notification practices, disciplinary data, and available campus and community resources.

Overall, Merritt College maintains a comprehensive AOD prevention program that aligns with the requirements of the Drug-Free Schools and Communities Act (DFSCA). The College provides students and employees with access to educational programming,

counseling services, referral resources, behavioral intervention support, online orientation, health education coursework, athletic conduct standards, and districtwide policies designed to prevent the misuse of alcohol and other drugs. The College also distributes annual notifications and maintains policies that clearly communicate standards of conduct and potential sanctions.

Based on the information reviewed, Merritt College has continued to implement prevention and intervention efforts that support student well-being and promote a safe, healthy, and drug-free learning environment. No evidence was identified suggesting inconsistent enforcement of alcohol and drug-related policies during the review period.

Program Strengths

1. Comprehensive Wellness Services

- a. The Wellness Center serves as the cornerstone of the College's AOD prevention efforts by providing mental health counseling, screening, outreach, workshops, crisis intervention, and referrals to community treatment providers.
- b. Students receiving counseling consistently reported improved coping skills and healthier decision-making, demonstrating positive outcomes associated with Wellness Center services.

2. Strong Prevention and Early Intervention Approach

- a. The College emphasizes prevention through wellness programming, stress management workshops, community-building activities, and educational outreach that address risk factors associated with alcohol and drug misuse.
- b. The CARES Team provides a structured mechanism for identifying and supporting students of concern before issues escalate.

3. Robust Referral Network

- a. The College maintains partnerships with local and national agencies that provide substance use treatment, detoxification services, crisis support, and recovery resources, ensuring students have access to appropriate levels of care when needs exceed campus resources.

4. Clear Policies and Standards of Conduct

- a. District policies and administrative procedures clearly communicate expectations regarding alcohol and drug use and outline disciplinary processes and available resources.
- b. Student-athletes receive annual education regarding conduct expectations and substance-use prohibitions through CCCAA eligibility requirements.

5. Multiple Educational and Awareness Opportunities

- a. Students are exposed to AOD-related information through online orientation, health education courses, campus events, wellness workshops, and annual notifications.
- b. All student activities sponsored by the College are alcohol- and drug-free.

Program Weaknesses and Areas for Improvement

1. Limited Staffing Capacity

- a. Demand for mental health and substance use support services exceed current staffing resources.
 - b. The Wellness Center reports recurring waitlists for counseling services, indicating a need for additional licensed mental health professionals and support staff.
- 2. Limited Assessment Data on AOD-Specific Outcomes**
- a. While participation and satisfaction data demonstrate positive impacts of counseling and workshops, the College currently collects limited data measuring changes in alcohol and drug-related behaviors, knowledge, or risk reduction outcomes.
 - b. Additional assessment measures would strengthen the evaluation of program effectiveness.
- 3. Need for Enhanced Tracking of Referrals and Incidents**
- a. Improved tracking and reporting of alcohol- and drug-related CARES referrals, disciplinary actions, and intervention outcomes would provide more comprehensive data for future biennial reviews.
- 4. Opportunities for Expanded Prevention Programming**
- a. Additional targeted prevention campaigns, recovery support initiatives, peer education programs, and substance use awareness activities could further strengthen campus prevention efforts.

Recommendations

1. Increase Wellness Center staffing and counseling capacity to reduce wait times and improve access to support services.
2. Develop and implement assessment tools that measure AOD-specific learning outcomes, behavioral changes, and program effectiveness.
3. Enhance data collection and reporting related to referrals, interventions, and disciplinary actions involving alcohol and other drugs.
4. Expand prevention of education and outreach efforts, particularly those focused on early intervention, harm reduction, recovery support, and student engagement.
5. Continue annual review of policies, procedures, and notification practices to ensure ongoing compliance with DFSCA requirements.

Conclusion

Merritt College's Alcohol and Other Drug Prevention Program remains substantially compliant with the requirements of the Drug-Free Schools and Communities Act. The College demonstrates a strong commitment to prevention, education, intervention, and student support through its Wellness Center, CARES Team, educational programming, and district policies. Continued investment in staffing, assessment, and prevention initiatives will further strengthen the College's ability to support student success and maintain a safe, healthy, and drug-free campus environment.

Merritt College uses a comprehensive, environmental approach to address alcohol and other drug use on campus, focusing on policy, education, social life, academics,

enforcement, coalitions/collaboration, and intervention. All components work together to ensure that students and staff are providing information and resources that promote a safe and healthy environment that works to reduce the risks associated with alcohol and drug use among the members of our community. The main goal of conducting this biennial review of the College's Drug and Alcohol Prevention Program Plan is to assess what we are doing regarding this issue and determine if our efforts are effective. The following is a list of the identified strengths and weaknesses of the program, as well as recommendations for improvement.

This Biennial Report has been reviewed and approved.

Lilia Chavez

Lilia Chavez (Jun 23, 2026 21:30:26 PDT)

Lilia Chavez, Ed. D
Vice President of Student Services

06/23/2026

Date:



David Johnson (Jun 23, 2026 21:37:56 PDT)

David M. Johnson, Ph.D.
College President

06/23/2026

Date:

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Final Audit Report

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