



Classified Senate Meeting Minutes – Thursday, November 14, 2019

1:00pm-2:00pm

Building 3, Room 142

Members Present: Allison Hughes, Jonathan Wax, Alex Claxton, Loretta Davis Rascon, Luanne Canestro, Diana Espinosa, Illegible #9, Cases Fortier, Roz Young, Ada Ocampo, Julie Hong, Nimsi Garcia, Melissa Maldonado, Janet Ramirez, Adolfo Leiva, Jeanne Stalker

Guests: Erik Gaspar, Vera Quijano, Tammy Robinson, Karen Engel, Erik Christianson

Change to the Agenda: New Employee Orientation will replace Classified Position Proposal Prioritization. This item will be moved to the next agenda.

1. Review & Approve Minutes – 10/24/19

- Dina requested that the word 'projectile' be added before 'sports' in Question #9.
- Roz made a motion to approve the minutes with this edit. Alex seconded the motion. Minutes approval passed unanimously.

2. KAD Academic Senate Resolution Response

- Erik: Academic Senate put out a resolution in support of the KAD department, which has caused a number of meetings. We've made some proposals, but we're still waiting for concrete solutions. We've been discussing team rooms, and, as of October, a solution was proposed to add a new team room at field level. There's just been a lot of back and forth with the architects and administrators. One thing is clear and that's that there is a difference between being heard and being listened to. Many of the issues that are still being talked about now, were first brought up in 2016. Our hope is to collaborate and be productive on behalf of our students.
- Loretta: Who made the decisions that are being discussed now?
- Erik: We've been consistent with what we need for our students and its documented in meeting minutes from 2016-2018, but it's not clear who was making the decisions during this time.
- Vera: Jamillah sent out a link to the [new construction website](#), Erik and I were on the Design Team since 2014, Anniqua and Gregory in 2016, there were no meetings in 2017 and then one meeting in 2018, but the faculty were not in those meetings.
- Jeanne: A lot of those questions came up again at the Fall 2019 Welcome Back Reception.
- Erik: Yes, the same questions came up again. So, we made some renewed proposals at our last meeting.
- Jonathan: What has been the Board's response?
- Vera: No response yet, but we are on the next Board meeting agenda on 11/20.
- Roz: What can we do for you?
- Vera: The better question, and the focus that we wish we'd seen in the response, is what can we do for our students?
- Erik: This building gives us a great opportunity to prioritize our students. At any point, if we aren't prioritizing students, we are prioritizing the enterprise. It's a zero sum game. If we can keep that in mind, prioritizing our students, that would be helpful.
- Vera: (Read an email she sent to Max in 2014, citing KAD main concern around there not being any follow-up to the concerns they outlined and no communication with the KAD faculty) And



that was from 2014, and the same issues are being talked about now. These issues have been raised for a long time and we are still waiting for concrete solutions.

- Jeanne: There should be more than enough space, we shouldn't have to compromise in space that's dedicated to students.
- Vera: What can you do? Bring non-negotiables to the board meeting. The new building is beautiful and it's going to be great, but the amount of dedicated space to students is way less than the old building.

3. New Employee Orientation – Karen Engel

- Karen: Recommendation came out of the climate survey last year to build community and incorporate new people. One of the ideas that came from the summer leadership retreat is a New Employee Orientation. It will be a cohort of new employees, regardless of classification and role, they'd meet monthly on Friday mornings. Need to find money for food and funding source for swag to avoid gift giving.
- Loretta: This is a great idea, but starting it in January could be problematic since many faculty don't start until August. And in the past it was part of the Fall flex day. Since we don't have a full time person doing this work anymore, it might be better to start in August and see if a budget could be found in the new year. The other thing that came up is at the least having a consistent body of knowledge, which could be accessed online even if in person meetings aren't happening yet, or if someone misses those.
- Jeanne: It can't be the first Friday of the month because we usually have division meetings and IPC on those days.
- Jonathan: Union information should be included in one of the first meetings.
- Allison: And that should include information for non-represented employees.
- Loretta: FERPA is also really important and should be covered early.
- Karen: So could we start it in the Spring as a test run?
- Allison: Is that realistic? How are we going to get feedback on the content when faculty will be getting grades in by 12/23 and leaving for break. Maybe we could start with setting up the online content, and then do a condensed version late spring, and then a full version in the Fall.
- Roz: IT requests should be included early on too.
- Karen: We should all brainstorm the content that should be included.
- Allison: Classified Professionals is not a term that we use. Classified Staff is a better term for talking about all Classified. Classified Professionals is a term that we use only in our District for non-represented Classified.

4. Events Updates

- Thanksgiving Potluck - "Thankful to be Classified": 11/22 in 9-123, email to come
- Holiday Gift Baskets: Get together with your department to make one, tickets will be sold to raise student scholarship money. Winners will be drawn on the last Friday before finals.
- Holiday Lunch: More info to come, hard to find a location that suits us.
- Participate in the Equity Video. Email Rebekah Taveau for recording times and locations.

5. Financial Update

- Our account totals have remained the same.
- We purchased discounted 49ers tickets to raffle off. Buy your tickets at Cashiers in Building 9.

6. Committee Reports

- DGPC: Minutes are up on our website, so you can see there which policies are going to be reviewed. Send your thoughts to Jonathan so he can represent us. There used to be District



policy that all Classified from all campuses were involved in the Chancellor search. David Fuene just sent out an email regarding the forums for Chancellor attributes feedback, so we should have a special meeting before then to decide on which attributes we want to ask for.

- i. Loretta: How did the Classified representation policy change?
 - ii. Jonathan: The board changed it. I'd like to make a motion to hold a special meeting next to discuss the Chancellor attributes. Loretta second.
 - iii. Jeanne: What was the discussion about this policy change?
 - iv. Jonathan: More discussion will come in our next meeting, but it was just brought up initially.
- o Technology Committee: Please complete the survey if you haven't already. We'll be revising our committee guidelines at our next meeting on 12/4. Please join us if you want to weigh in.
 - o DEAC is discussing joining the OEI Consortium. The application hasn't opened yet, but we will be discussing the decision, so please join us if you have questions or concerns.
 - o PBC: Completed position proposal prioritizations. Ada mentioned that it would be really valuable to do that process on Classified Senate as well.

7. Public Comments

- o Roz Young and Rance Bobo will be serving on the Dean of Science & Technology Hiring Committee.
 - i. If you're interested in serving on a hiring committee, you've cleared your probation, and completed the Unconscious Bias training, email Jeanne.
- o Ada Ocampo is leaving for Diablo Valley College—good luck!
- o Georgia Clark is retiring, 11/15 will be her last day.
- o Jeri Eznekier is also retiring.
- o Contract Negotiations Updates: No real updates, its been 9 months of no movement. There is a Union meeting tonight at 5pm at the District. We will invite Union representatives for Negotiations updates for our next meeting.