

GROSSMONT COLLEGE

Classified Senate

Friday, August 7, 2020

1:30 pm – 3:00 pm

Zoom Room: <https://cccconfer.zoom.us/j/95394575496>

AGENDA

Classified Senate Code of Ethics The Senate recognizes its responsibility and obligation to the classified membership. It serves and is committed to conducting its business with honesty, integrity, and professionalism to achieve the established mission and vision as described in the Senate Constitution. To that end, Senate is committed to accountability and transparency.

The Senate Code of Ethics applies to all employees of the Classified Senate. Classified Senate members share the fundamental responsibility to always act with integrity and in a manner that reflects the best interests of the Grossmont College Senate and its membership. Executive Board members of the Senate shall conform their conduct to the following Standards of Ethics: Equitable access to participatory governance for all classified employees • Advocating for all classified employees with impartiality • Make every effort to ensure the stance taken at the site, or District wide, consensus of the majority of the Senate Executive Board • Professionalism that builds confidence and trust in both the classified leadership and classified membership that serve this District.

EXECUTIVE OFFICERS	SENATORS	GUESTS
<input checked="" type="checkbox"/> Cindy Emerson-President	<input type="checkbox"/> Alexis Lytle	<input checked="" type="checkbox"/> Bobbi Prilman
<input checked="" type="checkbox"/> Graylin Clavell-Vice President	<input checked="" type="checkbox"/> Bryan Lam	<input checked="" type="checkbox"/> Dean Baldwin
<input checked="" type="checkbox"/> Michele Martens-Secretary	<input type="checkbox"/> Colleen Parsons	<input checked="" type="checkbox"/> Danielle Feliciano
<input checked="" type="checkbox"/> Dana Mints-Treasurer	<input checked="" type="checkbox"/> Diana Barajas	<input checked="" type="checkbox"/> Krista Ames-Cook
<u>Guests</u>	<input checked="" type="checkbox"/> Illiana Garcia	<input checked="" type="checkbox"/> Chris Ray
CSEA President, Patty Sparks	<input type="checkbox"/> Indira Saldana-Warren	<input checked="" type="checkbox"/> Brian Cantarini
Lib Tech III, Lisa Brlas	<input checked="" type="checkbox"/> James Cho	<input checked="" type="checkbox"/> Christie Gocke
Lib Tech III, Joel Bakker	<input checked="" type="checkbox"/> Keith Turner	<input checked="" type="checkbox"/> Debora Curry
	<input checked="" type="checkbox"/> Kirstyn Wagner	<input checked="" type="checkbox"/> Janice Fischer
	<input checked="" type="checkbox"/> Nadia Almaguer	<input checked="" type="checkbox"/> Rachel Benson
	<input checked="" type="checkbox"/> Pat Murray	<input checked="" type="checkbox"/> Ruth Ramirez
	<input checked="" type="checkbox"/> Rochelle Weiser	<input checked="" type="checkbox"/> Sandy Kuntz
	<input type="checkbox"/> Ryan Cline	<input checked="" type="checkbox"/> Susan Richardson
	<input checked="" type="checkbox"/> Shardai Zaragoza	<input checked="" type="checkbox"/> Andy Timm
	<input type="checkbox"/> Vaunette Allen	<input checked="" type="checkbox"/> Raul Rios
		<input checked="" type="checkbox"/> Gloria Kudrat
		<input checked="" type="checkbox"/> Patrick Aure
		<input checked="" type="checkbox"/> Maria Cervantes
		<input checked="" type="checkbox"/> Cindi Posada
		<input checked="" type="checkbox"/> Martin Phillip

ROUTINE BUSINESS

1. Welcome	Done
2. Public Comment	None.

DRAFT

3. Additions/Deletions to Agenda

CSEA President, Patty Sparks:
Updates on Union business, including
the recent meeting she had with the
Chancellor

Patty discussed the possibility of an Early Retirement Incentive (ERI) offer from District. It looks to be a good deal, but one caveat with this pending offer is that all vacation time must be used before retirement. There is no vacation payout available. You must be at least 55 and served with the District for at least 10 years. As of today, neither AFT nor AA have been contacted regarding a possible ERI, so we will know more once this occurs. Patty believes there will be many employees taking advantage of the ERI and the District will not fill the vacancies created by ERI takers. This is a common District practice that means a lot of Classified Professionals will be asked to increase their workload. This may lead to cross-training Classified Professionals to fill the gaps after the mass exodus. The Chancellor has procured some grant money and has promised CSEA that the District will use this funding to look over the efficiency of management at the District level. If there is funding left over, the Chancellor promised to do CSEA job family studies. Another promise from the Chancellor is to work with CSEA to develop a fair and equitable Classification Committee, one that is beneficial to Classified Professionals-not the District.

As for the cross-training mentioned, the Chancellor is concerned with using the gift of public funds to pay employees who are unable to work from home. In order to ensure all parties are satisfied, we can look into cross-training those employees who cannot work from home. They may be able to step in and help some departments (like Student Services) who need additional assistance. Any CSEA member who is crossed-trained will be paid at their current salary. However, CSEA will not allow a level 26 employee to do the work of a level 34 without a fair remuneration. The question was raised as to whether or not the District would consider professional development activities part of a Classified Professional's workday. Some Classified are participating in training activities offered through 3CSN (California Community Colleges Success Network). Keith mentioned that the VRC (Vision Resource Center) also has good training/webinars available. The best thing to do at this point, mentioned Rochelle, is to have a proposal in hand that outlines what is being taught and how it benefits Classified Professionals and their jobs. Patty is willing to take such a proposal to the District and fight for our employees right to develop professionally.

The Chancellor did mention furloughs in her meeting with CSEA. Patty believes this will not be a mandatory furlough, but rather voluntary leaves without pay for those who can do so. There are some employees, mostly faculty, who would like the opportunity to take a day or two off each month. Again, Patty stressed this would be voluntary, at least for now. Also, the District is asking that Classified use their current vacation over the next few months so the District does not have to pay out those who do not use the requisite number of vacation days by June 30. This is not mandatory, but it is something we, as Classified, could do in solidarity to help the budget. And, Patty noted, what we do now may possibly save positions down the line.

NEW BUSINESS

4. Classified Senate Book Club—
Lisa Brlas and Joel Bakker

Lisa and Joel shared their vision for our new Classified Senate book club. It was noted that this book club is different from the antiracist book study some Classified Professionals are doing in response to the President’s and Chancellor’s Antiracist Calls to Action.

Joel stressed that this new book club will be a recreational club that is designed to be a fun, interactive activity. This club will bring together Classified Professionals who like to read, discuss, and enjoy one another’s company. Right now the plan is to meet once a month via Zoom, and the genres will be decided by the group. Those interested in participating should fill out the google form by August 21:

https://docs.google.com/forms/d/e/1FAIpQLSfGK2nu7_pVUIbuhUX2YJ8xsl_TtBlqJt7H7EypeYMkr1Xpig/viewform

Lisa mentioned that they, the GC Library Technicians, will work with the Librarians on stocking eBooks that the club decides to read. Another option is to listen to selected books on tape. Lisa said that public libraries are good resources for audio books. Any questions can be sent to Joel and/or Lisa at Grossmont.libcirc@gcccd.edu.

Cindy mentioned she is excited about the new book club and looks forward to it. She and other Classified Professionals are currently doing a deep dive into the book *White Fragility* and she welcomes a book club wherein we can read for fun and learn more about our peers. Dana shared that she is not a big reader, but she is interested in joining the new club. She likes the form created by Joel and Lisa as she can share what types of TV shows and movies she enjoys and this will translate to the type of genres we choose to read. Lisa appreciated Dana’s comments and mentioned that this book club will laid back and flexible. If participants find that their workload picks up, they can “jump off the train” at any point and jump back on when time permits. Lisa asked if the eBoard would will be willing to distribute information as the book club progresses, and Michele is happy to do so. We will also keep Classified up-to-date at our regular Senate meetings.

5. Pursuing the Anti-Racism Call to Action
This week:
Insights from the *White Fragility*
Study Group

Some participants shared their thoughts about confronting racism through their study on the book *White Fragility*. Some of the key ideas shared included the fact that this study is a game changer. You should be ready to confront your perspective on prejudice and your definition of racism. While this book has been an emotionally difficult read, the group has grown close and learned to be vulnerable with one another as we come to grips with the white privilege we were granted at birth.

White Fragility is not an easy read as it forces white people to

	<p>take a hard look at racism. White people rarely, if ever, have to deal with racism. For those who decide to take this journey through <i>White Fragility</i>, you should be prepared to schedule time to process the information as you go.</p> <p>Cindy concluded the discussion on antiracism by noting that we, Classified Professionals, will continue to respond to the antiracism calls to action from the President and the Chancellor. As a matter of fact, at the recent Governing Board meeting, Cindy mentioned our study on antiracism and said our group is open to any who would like to participate. As a result, we now have faculty and an administrator who have joined us. This is groundbreaking and serves as an example of joining forces to combat racism on our campus, in our neighborhoods, and in our world. Cindy reiterated that all are welcome and new participants can join us at any point along this journey. You can choose to share your thoughts and insights in our sessions, or simply listen and find out what others have learned along the way.</p>
<p>6. Governance Committee Membership Updates</p> <ul style="list-style-type: none"> a. New Appointments b. Current Appointments c. How are Appointees Chosen? <ul style="list-style-type: none"> i. Task Force 	<p>Dana updated us on Governance Committee members. The newest appointee for College Council is Marie Cervantes who will join Michele Martens and Nadia Almaguer. The newest member of the Budget Committee is Ruth Ramirez and she joins Michele Martens and Bryan Lam. The newest member for Planning & Institutional Effectiveness is Iliana Garcia and she joins Joselyn Pacheco and Alexis Lytle. Dana noted that Joselyn may have moved into a supervisory position and would not be eligible to serve as a Classified Professional. Dana will confirm this and get back to us. Nadia Almaguer joins Bryan Lam on the Staffing Committee. There is one more seat to fill on the Staffing Committee, so look for this call out soon. The Classified Staffing Prioritization Committee welcomes Janet Shipstead. She joins Luma Shamon and Christine Girsch.</p> <p>There are no changes on the following committees. Pat Murray and Dawn Heuft will continue to serve on the Technology Committee. Andy Timm and Keith Turner continue their service on the Facilities Committee. Shardai Zaragoza and Diana Barajas continue to serve on Student Success & Equity. For the Professional Development Committee, we have Ryan Cline and Dawn Heuft continuing their service.</p> <p>Dana went on to say that we will be updating the way we select committee appointees. We need to update the process so it is more clear and concise. Krista mentioned that our entire governance process is up for review, so we want to ensure that our selection process is up-to-date, transparent, and easily understood. Krista also mentioned that when we began the new governance structure, committee members were assigned either a one-, two-, or three-year term to ensure constituency members' terms ended at different times. This will allow the adoption of three-year terms for all new appointees who will cycle out at different times thanks to the initial one-, two-, and three-year</p>

	terms. Krista thanked Dana for her good work on this process. Keith suggested this document could be posted in our Classified Senate Canvas shell and Cindy agreed.
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COMMITTEE REPORTS	
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7. Classified PD Advisory- Shardai and Rochelle	<p>Rochelle shared that Watercooler Wednesdays were on hold for a few weeks as we responded to the antiracist calls to action. We will resume these events as many are feeling isolated at this point. Nabil, who joined the last Watercooler Wednesday, supports the resumption of these zoom sessions. We will look at changing up the hosts of Watercooler Wednesdays so we have a variety of content and participation.</p> <p>At the next Classified PD Advisory meeting, activities for the upcoming Fall semester will be discussed. Rochelle believes the focus for the upcoming semester will be on the fight against racism which will help us quell the systemic racism many feel on our campus. Right now, it looks like Lunchbox Leadership will resume in the Fall as well. Rochelle also mentioned we will have two new Professional Development Coordinators this Fall.</p> <p>Rochelle encouraged Classified Professionals to log into the VRC website (https://visionresourcecenter.cccco.edu/) to see what's going on at the upcoming flex week. We can register for Flex Week events from the VRC website. Rochelle reiterated what Keith shared in that the VRC has great Professional Development activities for all. The good thing about the VRC is that participants will have proof of the activities they do. This is beneficial for many reasons, one being the fact that you can track your development and share with your supervisor and include this information in your yearly evaluation.</p>
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FOR CONSENSUS	
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8. None	
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ANNOUNCEMENTS	
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| <ul style="list-style-type: none"> • Watercooler Wednesday! Every other Wednesday at 10am • Fall Classified Meetings – 1st, 3rd, and 5th Friday between 1:30-3:00 • Next Classified Senate Meeting is August 21st at 1:30 |
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Zoom Connection Information:

Topic: Classified Senate Meeting

Time: This is a recurring meeting

Join from PC, Mac, Linux, iOS or Android: <https://cccconfer.zoom.us/j/95434443318>

Or iPhone one-tap (US Toll): +16699006833,95394575496# or +12532158782,95394575496#

Or Telephone:

Dial:

+1 669 900 6833 (US Toll)

+1 253 215 8782 (US Toll)

+1 346 248 7799 (US Toll)

+1 301 715 8592 (US Toll)

+1 312 626 6799 (US Toll)

+1 646 876 9923 (US Toll)

Meeting ID: 953 9457 5496

International numbers available: <https://cccconfer.zoom.us/u/acljx5WDBM>

Or Skype for Business (Lync):

SIP:95394575496@lync.zoom.us

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