



## Classified Senate Meeting Minutes – Thursday, December 12, 2019

1:00pm-2:00pm  
Building 3, Room 142

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**Members Present:** Sign In Sheet Not Recorded

1. Review & Approve Minutes – 11/14/19
  - Minutes will be reviewed and approved at our next meeting.
2. Classified Position Proposal Prioritization – Jeanne Stalker
  - Currently Classified staff choose not to prioritize Classified positions. PBC prioritizes all Classified and Administrative positions and Academic Senate prioritizes all faculty positions. The president uses these prioritizations to make a final decision.
  - If Classified Senate chooses to prioritize Classified positions, we could have more of a say in the process.
  - There is not a clear picture of the college's budget for new positions. Currently the college is in a hiring freeze – 98% is used for staffing. We get flagged by the state for auditing.
  - It was also mentioned that managers are on hiring committees so often their personal preferences often override the best qualified candidate being hired for posted positions.
  - Classified positions get funded on a temporary basis, because the Faculty prioritize full-time positions.
  - Positions often connect to the State's new initiatives from the Chancellor's Office and the funding given to the college by the state.
  - Why do positions that were proposed and presented have to go through the entire process each semester? This is a duplication of time-consuming work on positions that were proposed in the prior year.
  - Due to the low attendance at Classified Senate meetings It's difficult to get all Classified groups represented and their input.
  - Next year Classified Senate could create a questionnaire about the proposed positions with choices of Strongly Support, Support, Do Not Support at this Time, Do Not Support
  - The District leaves the position decisions to the college but the District funds the position.
  - The group questioned if Cañada College Leaders are advocating for the college new positions.
  - Each college should have similar positions, i.e. Equity Director or Dean; Cañada is the only college that has Equity priorities managed by the ACES Committee.
  - Would it be a good idea to invite Renata or Jamillah to Classified Senate meetings to ask why positions are proposed if there is no funding and how enrollment influences approval of new positions?
  - Money not spent for Fund 1 Programs goes back to the District or it can go to offset for an emergency purchase.
  - Some attendees were in favor of a process that gives Classified Senate a voice.
  - If we put forward a prioritization and it isn't followed, we can question the President's decision.
  - In Academic Senate only officers vote.
  - The process must be done early in the year to prioritize.



- We need to look back on how many Classified Positions were approved. If there was no money for a proposed position, the position will not be approved.
  - Increase in property tax have usually been 3.5% increase is not the same as higher compensated position.
  - There is no transparency on the percentage of the Administrator's salaries in relation to the College's overall budget.
  - Grant funded positions were discussed. CSEA has an ongoing battle with the District about Grant Funded Positions are not temporary, because temporary employees do not get sick time and pay union dues. Managers were told by the District that grant-funded positions will be eliminated when the grant ends, and managers were told to contact the employees.
  - If any employee is contacted by a manager that their position is going away, contact CSEA. Managed hiring needs to be explained to Grant Funded employees. Grant funded positions may come under the contract Managed Hiring if it is still in effect.
  - Juanita is not in agreement in the temporary position language. CSEA is crafting a letter to clarify the Grant positions. CSEA and AFT have standing items on the agenda for the Board of Trustee Meetings where Grant Positions could be brought up by CSEA officers.
3. Events Updates – Sarah Cortez, Yesenia Haro, Jonathan Wax
- Basket fundraiser postponed to Valentine's Day. We can display baskets at Flex Day with another pay period—usually we make \$1,100 on the baskets and but we have fewer baskets than in previous years.
  - More information to come about a possible Main and Elm Fundraiser event.
4. Financial Update – Dina Zidan
- Baskets and 49ers Tickets will replenish Classified Senate Funds. The Savings Account balance is \$29.17
  - Ideally Classified Senate would like to give away 4 \$250 scholarships
  - Dina talked to Misha Kealoha, Student Life and Leadership Manger/ about doing event announcements over the loud speaker.
    - ASCC would like to see loud speaker announcements. Departments would have to give ASCC certain announcements ahead of time to bring more attention to school events and sports.
  - Dina set up a debit card attached to our checking account.
  - Classified Senate donations from Classified Staff Members is currently \$92 a month.
5. Committee Reports
- No Committee Reports.
6. Public Comments
- No public comments.