



# CONNECTIONS

Volume 11, Number 1  
November 2010

*A newsletter for the  
Classified Senates  
of the  
California Community Colleges*

## ***Happy Fall From 4CS!***

Regretfully, on Friday, October 1st, 4CS received a letter of resignation from 4CS President, Benita Briones. Over the years, Benita has always projected the utmost in knowledge, understanding and leadership. 4CS is a better organization because of her participation. She will be missed, never forgotten and always welcomed if she wishes to participate in 4CS in the future. Thank you Benita for all you've done.



As President Elect, I have assumed the responsibilities of the Presidency of 4CS. I assure you that I will do everything in my power to carry on the tradition of leadership that has preceded me. The structure of 4CS is sound and things will continue as they have in the past. I look forward to working with each and every one of you.

4CS continues to be part of exciting new endeavors, including the 1st annual Southeast Region Leaders Full-Day Retreat, which was held on April 23, 2010 at Saddleback College. GCCCD Classified Senate President, Debi Miller, facilitated the meeting and I served as host. Benita Briones and President Emeritus, Jim Wilson, both attended and discussed how 4CS helps and supports the local Classified Senates. This momentous occasion was filled with enthusiasm and renewed hope for the future. With enthusiasm high, a second retreat was planned for Friday, August 13, at MiraCosta College, where Catherine Halmap was the host and facilitator. Like the previous event, it was very well attended, sparking many discussions of issues that plague our colleges throughout the state. These discussions revealed ongoing concerns regarding cuts in funding, cuts in employees and increases in workload. I hope that these meetings will inspire other 4CS area leaders in the state to gather and discuss issues and solutions for Classified in governance. Keep tuned in for the next meeting in your area!

The upcoming CCLC conference is going to be fantastic, with 4CS doing at least three presentations. This is a wonderful time for you to network with others from all over the state.

If you have any ideas or comments about the things we are planning for the future, or something you believe we should consider doing, please feel free to contact your local representative or Vice-President at any time. I hope to see all of you at CCLC this November.

Sincerely,

Russell Hamilton, Sr.

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#### **VACANT**

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# SAVE THE DATE



## 19th Annual Classified Leadership Institute

June 23-25, 2011

Ventura Beach Crowne Plaza

450 East Harbor Blvd.

Ventura, CA 93001

800-842-0800

[www.cpventura.com](http://www.cpventura.com)

*New Location!*

### Registration Fees

*Includes all conference activities, deluxe room accommodations for 2 nights, and most meals. Attendees responsible for Thursday dinner.*

### Registrations Will Be Made Online Only

On-Site w/Double Room: \$540

On-site w/Single Room: \$625

Off-Site: \$550

Presenters receive a \$30 discount!

*To reserve rooms for additional night(s) prior to or after the conference, attendees should contact the Ventura Beach Crowne Plaza directly and request the Community College League room block. Additional room nights are \$84 per person/per night.*

### Workshop Strands

**Go With the Flow:**

*Communicating and Networking*

**Fishing for Our Future:**

*Team and Senate Building*

**Swimming with the Sharks of Leadership:**

*Leadership & Governance*

**Throw Your Senate a Lifeline:**

*Fundraising and Technology Resources*

Scholarships are available through 4CS. Visit our website at [www.ccccs.org](http://www.ccccs.org) for details.



Sponsored jointly by the California Community Colleges Classified Senate  
and the Community College League of California



## Welcome from the Vice Presidents, Debra Cantarero and Janet Pedersen

**A**s new South Vice President for 4CS, I look forward to developing a strong network with the Classified leaders in my region. One of my ultimate goals is to get to know all of my representatives from the southern region, in part through attendance at 4CS meetings and events like CCLC. However, my immediate goal is to connect with you. I want to become acquainted with your ideas about making 4CS stronger, find out about the issues that face your senates in the current challenging economic climate, and also to celebrate the successes you are having! Please feel free to contact me, I'd love to learn more about where you are in your local senates.

Debra Cantarero

**G**reetings! I am so excited to see that finally, the budget was passed on day 100! I want to report what is happening in Northern California. We are dealing with budget cuts, layoffs, bumping, furloughs, and low morale. In addition, the lack of participation continues to be a recurring theme throughout the state. Some colleges used retirement in lieu of layoffs or budget cuts, and others are experiencing reorganization of departments to consolidate services at their colleges to save money. 4CS is also dealing with its own issues. As you may have heard, 4CS President, Benita Briones, has resigned from her position and will be replaced by President-Elect, Russell Hamilton. We are all very sad to lose Benita, but we are glad to know that Russell is ready to step in. This gives us a great opportunity to change and grow. We are looking forward to a new beginning.

Janet Pedersen

## Classified Involvement in Governance Suffers

By Cari Plyley  
4CS President Emeritus

**C**lassified senates representing staff in governance on California community college campuses are reporting difficulties participating in governance at desirable levels. Many of their reasons are not new, just confronting us in different forms, but still serious in nature.

Classified leaders are voicing their frustration with the concerns that seem to be keeping classified staff away from governance activities and struggling to maintain effective participation within their current senate membership.

Reasons range from cuts in staff to pressures to reduce time away from the job.

Staff are encouraged to retire to reduce institutional costs, but are not replaced. Remaining staff are then asked to take on more responsibilities and/or departments to take up the slack, resulting in worries about juggling new responsibilities and participation in governance. Participation in governance seems like a luxury. A commonly reported problem is that paring down staff is causing individuals to worry that their position will be put on the cutting block if they draw attention to themselves if they appear to have "extra" time to participate in governance activities. Staff have reported that with cutbacks, some supervisors are less supportive than ever of allowing time for governance participation.

Efficiency schedules instituted at some campuses to reduce energy costs cut down days on the job while extending daily hours. Some reported results are loss of productivity late in the shift and increased fatigue of employees. With the elimination of part or all Friday shifts, there is less time to schedule necessary committee meetings and the illusion of less time to accomplish work develops. Many employees welcome the schedules that reduce the days on campus, but others find it harder to accomplish some duties with partial office/department closures. There may be a period of acclimation; many are hoping the stress levels balance out soon.

There have been reports of classified senates being told they must undertake governance meetings (senate meeting) during their personal lunch hour. **Governance is not to be done on personal time.** *Participating in governance is not something classified staff do for personal benefits, but rather to make contributions to the entire institution.* This is like being asked to do regular work during lunch. Governance participation is part of a community college employee's job. Situations such as this, if resolution is not possible, should be brought to the attention of local bargaining representatives and a visiting accreditation team.

Classified staff are encouraged to promote evaluation of governance activities, especially committee goals and end results to make sure committees are still effective and necessary. Continued evaluation of the governance process has become a practice on some campuses, a result of accreditation committee recommendations. Ongoing evaluation will assure changes are made when necessary to ensure campus groups are given the opportunity to provide valuable input into the governance process. Classified staff and supervisors/managers should acknowledge that

# News From 4CS

participating in governance is part of doing business and not an extracurricular activity.

Though some classified staff may feel déjà vu when hearing some of these issues, it is important to remember that new employees (*all employees*) need to be educated on the role of governance participation when they come into the system. That includes education in the laws that provide staff opportunity for input and the rights of classified governance groups to appoint classified staff to committees. If your campus is in need of assistance on this discussion or any other pertaining to governance participation, please contact 4CS.

4CS continues to emphasize the importance of classified staff participation in governance, especially during tough economic times.

## California State Update

by Monica Souza  
Past 4CS President

On October 8, the California lawmakers approved a 100-day belated budget, making it a state historical moment. During the marathon session, there was an unordinary production of roll calls, as members jockeyed to get what they wanted to reach the agreement. According to the Sacramento Bee newspaper “Governor Arnold Schwarzenegger plans to veto nearly \$1 billion of spending in the state budget passed by legislators early today. Schwarzenegger said his vetoes will total about \$965 million of the \$87.5 billion spending plan, adding that he will sign the new budget as soon as it reaches his desk, perhaps late tonight.” I would expect corrections to the budget deal before it is actually signed.

Governor Schwarzenegger sifted through 500 bills to review by the September 30th deadline. The following is an update on the community colleges bills of interest:

### Chaptered Bills

AB 635 Public Contracts: Roofing Projects ~ Chapter #438

AB 867 CSU: Doctor of Nursing Practice Degree Pilot Program ~ Chapter #416

AB 867 CSU: Doctor of Nursing Practice Degree Pilot Program ~ Chapter #416

AB 1713 Reporting Requirements ~ Chapter #236

AB 2058 Unemployment Insurance: Retraining Benefits ~ Chapter #591

AB 2086 Cal Grant Program: Qualifying Institutions: Publication of License Examination Passage

AB 2203 Textbooks ~ Chapter #549

AB 2297 Non-Resident Tuition Fees ~ Chapter #259

AB 2302 Student Transfer ~ Chapter #427

AB 2385 Accelerated Nursing: Pilot Program ~ Chapter #TBA

AB 2402 CSU: Admissions ~ Chapter #262

AB 2696 Workforce Investment Board: Green Collar Jobs ~ Chapter #396

SB 82 Parking and Transportation Fees ~ Chapter #619

SB 972 Indemnity: Design Professionals ~ Chapter #510

SB 1143 Community Colleges: Student Success and Completion: Taskforce and Plan ~ Chapter #409

SB 1332 Radiologic Technology ~ Chapter #525

SB 1440 Student Transfer ~ Chapter #428

SB 1473 School Facilities Bond Proceeds: Performance Audits ~ Chapter #294

### Vetoed Bills

AB 194 Retirement: Local Employees

AB 677 Prevailing Wages: Renewable Energy Generation Capacity Projects

AB 827 Local Public Employees

AB 1413 Student Financial Aid

AB 1712 School Employees: Leaves of Absence

AB 1987 Public Retirement: Final Compensation: Retirees

AB 1997 Community Colleges: Student Financial Aid: Pilot Program

AB 2448 Public Contracts: Community College Districts

AB 2682 Community Colleges: Student Assessments: Pilot Project: CA Community Colleges Common Assessment

AB 2726 Employment Development Department: Career Centers

SB 330 Public Records: Auxiliary Organizations

SB 515 Career Technical Education

SB 957 Student Financial Aid: Cal Grant C Awards

SB 964 Public Utilities and Workforce Training

SB 970 Vote by Mail Voting

# Senate News From Across The State

SB 1425 Public Retirement: Final Compensation

SB 1460 Student Financial Aid: Eligibility for Undocumented Immigrants

For a synopsis of these bills or view the Governor's veto messages go to: [http://www.ccleague.org/files/public/BOI\\_EOY2010.pdf](http://www.ccleague.org/files/public/BOI_EOY2010.pdf). For the full bill text, go to; <http://www.leginfo.ca.gov/bilinfo.html>

## *I'm Sorry Your Honor, We Practice Shared Governance*

By Kristina Spalding  
Chaffey College

When people receive a jury summons in the mail, the initial reaction is irritation and anger. Most don't want to be bothered and start fine tuning their excuses. I am one of those rare people who enjoy serving and was elated when I received my summons. Two weeks prior to my service date, August 25th, the two hiring committees I served on scheduled interviews for Monday, August 30th and Friday, September 10th, and I hoped they would not conflict with my jury service.

As I sat in the jury room and watched the faces of the inconvenienced people, I struggled to understand why they didn't think their input and service was important. Groups were being dismissed and finally the bailiff came and got my group of 60 and took us into court. We sat down and the judge explained this would be a civil case that would last approximately 5-6 weeks. They needed 18 qualified jurors and the judge wasn't interested in hearing excuses on why they couldn't serve. He emphasized that it was our civic duty and we needed to make necessary provisions to ensure we would be able to serve 5-6 weeks. The case was scheduled to begin on Monday, August 30th, the very same day I had interviews. My stomach dropped when I realized I wouldn't be able to serve. My desire to sit on this jury was now replaced with fear on how to get myself excused. I sat and listened to one man explain that he was a single dad and the only one working; the judge denied his request. Another man who had waited three months to see a specialist was told to reschedule. The army reservist who was going on a much needed vacation was told to reschedule. A nurse was excused because the case involved a doctor and hospital that the nurse was associated with. Only three people were excused. I knew I would be toast if my name was called.

Minutes later I was called to replace the nurse. I calmly walked to the juror box and waited for the judge to start his questioning.

**Judge:** "Good morning Ms. Spalding";

**Kristina:** "Good morning Your Honor".

**Judge:** "Ms. Spalding, you have been advised of the service dates; is there any reason you cannot serve the next five weeks?" he asked as he looked down at me, waiting for an answer.

**Kristina:** "I have no problem serving; however, I cannot be here on Monday, August 30th." I answered, my hands shaking but my voice steady.

**Judge:** "Why not Ms. Spalding?" the judge asked.

**Kristina:** "I am on a hiring committee; we have candidates scheduled to interview, some coming from long distances and we will not be able to reschedule." There, I said it, there's no way he can say no.

**Judge:** "Well Ms. Spalding, I don't see why you have to be there; unless you're making the final decision, otherwise you'll have to get someone to take your place. Are you the one making the final decision?"

His condescending tone irritated me and as I steadied my nerves I prepared to answer him the only way I knew how.

**Kristina:** "Your Honor, I work for a community college and we have a process called shared governance. I am a classified representative on the hiring committee and have reviewed all the applicant's applications, met with the other colleagues who consist of managers, faculty and one other classified staff. I just can't have someone take my place, they would not have screened the applications. As a collective whole, we agreed to interview these specific candidates based on what we saw on the applications. To answer your question, no, I am not the one making the final decision but my vote counts. It is my duty to give each candidate due process and my role as the classified representative is just as important as the manager making the final decision. That's what the shared governance process means to our college."

The courtroom went silent; all eyes were on the judge. He didn't hesitate when he responded, "Ms. Spalding, you are excused." Mouths dropped as I gathered my purse and received my ticket to freedom. As I walked out I was reminded of the words Alisha Serrano said to us before we began screening applications, "Being on a hiring committee is like being on jury duty. It is just as important to be non-biased, impartial and remain confidential." As I reflected on her words, I realized, committee work, whether it be hiring, accreditation, Datatel or Distance Ed, was just as important as being on a jury because my voice would be heard and my vote would be counted.

# Senate News From Across The State

While public education has had a rough ride during the state budget crisis, community colleges have fared comparatively better than many others. Comparing previous years data, our current programmatic per student funding losses are around 4.8%; still better than K-12 who is looking at 11.3%. Various reports have forecasted that we need to get past the 2012 predictions of “the end of the world” before the entire US economy starts to turn around. It is a no-brainer that our COLA will be missed, federal stimulus monies will rapidly become exhausted by most school districts and that our tax revenues are on a downward spiral. The following reports seem to sing the same song, confirming the same English proverb, “Hope for the best, but prepare for the worst.”

## 4CS 2010-2011 Updated Senates

Meet the leaders from around the state. On this page, you will find the current Classified Senate leadership from our updated senates. Don't see your name on the list? Contact Cari Plyley, [cplyley@ccccc.org](mailto:cplyley@ccccc.org) to complete your update form for 2010-11 or visit the 4CS website, <http://ccccc.org/>, to download the form.

College	Leader
American River College	Jason Schilling
Berkeley City College	Mark Chan
Butte College	Teri Jo Buckman
Cañada College	Roberta Chock
Cerro Coso Comm. College	Shelley Crabtree
Chabot College	Gordon Watt
Chaffey College	Trisha Albertsen
Coastline Comm. College	Maribeth Daniel
College of Marin	Andrea Hunter
College of the Canyons	Seher Awan
Columbia College	Nancy Bull
Contra Costa CCD Office	Krista Ducharm
Cosumnes River College	Laurie Pownall
Crafton Hills College	Karen Peterson
Cuyamaca College	Maggie Gonzales
De Anza College	Lois Jenkins
Diablo Valley College	Ann Patton
Feather River College	Connie Litz
Folsom Lake College	Roger Morris
Foothill College	Gigi Gallagher
Foothill-DeAnza District	Dawn Allshouse

Fresno City College & SCCC	Ernie Garcia
Fullerton College	Ericka Adakai
Glendale Comm. College	Henan Joof
Grossmont-Cuyamaca CCD	Debra Miller
Hartnell College	Joanne Trevino
Irvine Valley College	Angela O Mahaney
Lake Tahoe Comm. College	Diane Lewis
Laney College	David Reed
Las Positas College	Sharon Gach
Los Medanos College	Linda Kohler
Mendocino College	Larry Lang
Merritt College	Tim Brice
Mission College	My Loi
MiraCosta College	Catherine Halmay
Moorpark College	Kim Watters
Mt. San Antonio College	Donna Lee
Mt. San Jacinto College	Fred Frontino
Pasadena City College	Gary Potts
Sacramento City College	Sharon Terry
Saddleback College	Russell Hamilton Sr.
San Bernardino Valley College	Grayling Eaton
San Diego CCD Cont. Ed.	Rita Avila
San Diego City College	Awana Payne
San Diego Mesa College	Robin Watkins
San Diego Miramar College	Joyce Allen
San Joaquin Delta College	Nicki George
Santa Rosa Junior College	Debbie Weatherly
Sierra College	Matthew Daley
Ventura Colleges	Barbara Cogert
West Valley College	Laurel Kinley

CONNECTIONS is published twice yearly, November and June, by the California Community College Classified Senate (4CS), 2017 “O” St., Sacramento, CA 95814.

Please submit your suggestions and/or articles no later than October 1st for the November issue and May 1st for the June issue to: [Melanie Haynie at mhaynie@ccccc.org](mailto:Melanie.Haynie@ccccc.org)

## *Thank you to our Sponsors*

4CS offers sincere appreciation and thanks to our supporting members and sponsors. Several corporations, senates, colleges, districts and individuals have made financial contributions to promote the activities and operations of 4CS.

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Pasadena City College Classified Senate  
Sierra College Classified Senate  
West Valley Classified Senate



## *4CS Calendar of Activities and Deadlines 2010-2011*

### *November*

- 8-9 Board of Governors' Meeting, El Camino College
- 18 4CS Winter Meeting, Pasadena Convention Center
- 18 Consultation Council Meeting, Sacramento
- 18-20 CCLC Annual Covention and Partner Conference, Pasadena Convention Center

### *January*

- 10-11 Board of Governors' Meeting, Sacramento
- 20 Consultation Council Meeting, Sacramento

### *February*

- 17 Consultation Council Meeting, Sacramento
- 25 Deadline to Submit Call for Presentation for CLI 2011

### *March*

- 7-8 Board of Governors' Meeting, Sacramento
- 11-12 4CS Spring Meeting, TBA
- 17 Consultation Council Meeting, Sacramento

### *April*

- 21 Consultation Council Meeting, Sacramento

### *May*

- 9-10 Board of Governors' Meeting, Sacramento
- 19 Consultation Council Meeting, Sacramento

### *June*

- 16 Consultation Council Meeting, Sacramento
- 23-25 Classified Leadership Institute, Ventura Beach Crowne Plaza, Ventura, CA
- 25 4CS Annual Business Meeting, Ventura, CA

