Dear Classified Professionals,

With my term ending, it is difficult to say "goodbye." The adventures of being the 4CS President has helped me to value the work of classified immensely. Our voices bring a different vantage point to student success initiatives as we help students navigate through the many integrate parts of the community college system. I encourage all Classified Professionals to leap into leadership.

Leadership is an opportunity to use your skills and experience for supporting classified, students, community, administrators, and faculty. Over the years, I have acquired profound leadership skills, enhanced my understanding of local and state legislation, networked and made new friends statewide, and acquired personal and professional growth. We are all in this together.

What’s next? I will continue to support 4CS, and most of all 4CS President Karen Jimenez. I will spend more time advocating for classified at the state level, attend events, and visit colleges to share what I have learned while working in leadership. It has been an enjoyable journey.

Thank you for your support.
Shondra West, 4CS Past President

Excellent Work In Leadership

The 4CS Presidents Retreat, held April 5, 2019, at Fresno City College was remarkable. The attendees made the event unique and special for everyone to enjoy the knowledge shared. The conversations focused on problem-solving challenges within senates. The solutions were from an authentic perspective of new and seasoned senate presidents. It was an exceptional time to share information and network.

4CS hopes the information will help stimulate the development of your senates and inspire presidents to continue the excellent work in leadership. If you missed the Presidents Retreat, consider attending the Presidents Breakfast at CLI. The breakfast is a glimpse of what’s to come for the 2020 Presidents Retreat. If you do not hold a president position, I recommend that you attend the North/South Gathering of Senates. For more information about the GOS, please contact your regional Vice Presidents; Ernie Garcia, North VP or Dawn Bridge, South VP.
Message from 4CS President
Karen Jimenez, Irvine Valley College

It is an honor to begin my two-year service as the California Community Colleges Classified Senate (4CS) president, and I am eager to get to know more of you, along with your interests and concerns. My fellow board members and I will continue to serve you in the best way we can and will continue to build on the outstanding organization that 4CS has become.

I have been a board member of 4CS since 2013 and have always been proud to be a part of an organization dedicated to improving my leadership skills and connecting me to classified professionals across the state. 4CS provides multiple opportunities to think together about the best ways to sustain the work of our classified colleagues as well as advocate for better support for our students, our campuses, our districts, our state, and ourselves. Whether you are new to senate or have been involved for years, 4CS will support you.

The objectives of 4CS located in our mission statement are:

Advocating the value and contributions classified professionals provide to the campus community;
Providing quality service to promote student success and completion;
Cooperating with other organizations to enrich the educational experience of the California Community Colleges;
Serving as a liaison between the California Community Colleges senates;
Promoting the participation of classified professionals in shared governance at the state, local, and college levels;
Developing and supporting classified senates throughout the state of California; and
Continue to grow as a statewide participatory governance body for classified professionals in California Community Colleges.

Thanks to you, we proudly achieve these objectives through member senates’ regular meetings, Classified Leadership Institute, Gathering of the Senates, Presidents’ Retreat, Speakers’ Bureau, and participation in state-level committees. There are multiple opportunities to lead, serve and learn both locally and statewide, and I encourage you to get involved. I appreciate those who are currently leading and actively participating, and I know they will make involvement a rewarding experience.

Now more than ever, classified leadership is needed to accomplish Chancellor Oakley’s ambitious “Vision For Success” goals. As Dr. William Scroggins, President and CEO of Mt. San Antonio College said: “The needs are great, the resources are adequate, and the momentum is building. It is time for leadership to assert itself. It will take a new generation of passionate, talented, dedicated and empowered community college leaders to transform the old model to meet both the needs of today and tomorrow.” It is time that we assert ourselves and be the generation that will alter the response towards the voice of classified professionals on student success from one that is often marginalized to one that is valued and respected. Our size is our strength. Together, we can work to bring about this change. We ask that members encourage 4CS as we work daily on your behalf, in ways seen and unseen. I look forward to working with you and for you and to seeing you at the 2019 Classified Leadership Institute!

Sincerely,
Karen Jimenez

“Knowledge is like a garden; if it is not cultivated, it cannot be harvested.”
Walking the Guided Pathway

The expectation of Guided Pathways is to create a better community college experience for our students by integrating support services to create a highly structured approach to student success. The structure will provide all students with a set of clear course-taking patterns, achieving better enrollment decisions. The end result will provide our students with academic success and provide our system with improved achievement rates. The “Four Pillars” of this pathway; (1) Clarify the Path, (2) Enter the Path, (3) Stay on the Path, and (4) Ensure Learning, were created to help guide us through this evidence-based practice. The concern is how this approach will line up with the new Student-Centered Funding Formula, which is geared towards specific measurements of student/college accomplishments.

Making sure we all understand these new student success metrics, Chancellor Eloy Ortiz Oakley has been on a Listening Tour to discuss the Vision for Success and how this all ties together. His life and educational journey, where he learned “what he needed to do” from the support of a good college Counselor, which set his foundation in leadership. This new directive for California’s (CA) education will require leaders to develop and achieve the new funding formulas measured values of success. I was pleased to hear his inclusion of Classified Professionals leadership in our systems plan. While the Faculty Association of California Community Colleges (FACCC) has recently voted “no confidence” in our Chancellors office, we have to remember that the Chancellor’s office is only one piece of the process. State laws are enacted by the leaders we put in office; who are supposedly representing our thoughts and needs as a society. The writing has been on the wall for a long time for CA’s education system. Changing the status quo is no easy task and at times requires wholehearted discussions and sometimes a little give - by EVERYONE.

I don’t know what the answers are as I still have too many questions but I do know that engaging and empowering our students is what we ALL need to do in education; with or without legislation. Adjusting our mindset of how we do business is a key; quality of the experience verses quantity (total # served). With heighten frustration and/or apprehension, we need to focus on kindness and patience to keep us on the path to doing a better job at serving our students. I agree that “things have to change” and that many times the discussion “responses are long and generic”, but I see that our Chancellor has pulled on his boots and is attempting to stay on the path - walking the talk (June 2017 follow-up).

Note: The views and opinions expressed in this article are those of the authors and do not necessarily reflect the official policy or position of 4CS.

“Education is the most powerful weapon which you can use to change the world.” — Nelson Mandela
The California Community Colleges Chancellor's Office (CCCCO) has facilitated many professional development workshops to support the vision for success. Thank you classified professionals for participating and sharing your voices to help CCCCO meet the needs of community colleges. Here's a snapshot of CCCCO’s vision for success goals by 2022:

1. Increase by at least 20 percent the number of CCC students annually who acquire associates degrees, credentials, certificates, or specific skill sets that prepare them for an in-demand job.
2. Increase by 35 percent the number of CCC students transferring annually to a UC or CSU.
3. Decrease the average number of units accumulated by CCC students earning associate’s degrees, from approximately 87 total units (the most recent system-wide average) to 79 total units—the average among the quintile of colleges showing the strongest performance on this measure.
4. Increase the percent of existing CTE students who report being employed in their field of study, from the most recent statewide average of 60 percent to an improved rate of 69 percent—the average among the quintile of colleges showing the strongest performance on this measure.
5. Reduce equity gaps across all of the above measures through faster improvements among traditionally underrepresented student groups, with the goal of cutting achievement gaps by 40 percent within 5 years and fully closing those achievement gaps within 10 years.
6. Reduce regional achievement gaps across all of the above measures through faster improvements among colleges located in regions with the lowest educational attainment of adults, with the ultimate goal of fully closing regional achievement gaps within 10 years.

For more information about CCCCO's vision for success, please visit [http://californiacommunitycolleges.cccco.edu/](http://californiacommunitycolleges.cccco.edu/)

Please continue to express your thoughts, visions, and concerns locally or statewide. There are plenty of opportunities for you to participate in shared governance; campus meetings, surveys, webinars, seminars/conferences, and senate meetings via the creation of resolutions.

With help from all constituent groups, these goals are achievable. Everyone has the experience to share information whether personal/professional to help toward the desired result. You can make a difference!

Yours truly
Shondra West, 4CS Past President

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"Accept responsibility for your life. Know that it is you who will get you where you want to go, no one else."
— Les Brown
**News From 4CS**

The 4CS Board is excited to welcome two new members:

Welcome aboard!

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<th>Bay 1 Representative</th>
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**Mt. SAC Hosts Retreat in the South**

Dawn Bridge, 4CS South Vice President

On January 31st, nearly 60 members of Classified Senates representing 15 community colleges in the Southern region, convened at Mt. San Antonio College for the South Gathering of the Senates. This provided a wonderful opportunity to discuss issues and topics relevant in the Community College System and within Classified Senates. The event also provided a wonderful opportunity for dialogue and networking among senates and 4CS board members.

Thank you to John Lewallan and his amazing Classified Senate for their work with Dawn Bridge, 4CS South Vice President, to organize an amazing day! Also, a special thank you to Mt. San Antonio College President, Dr. William Scroggins, for your perspective and thoughtful discussion on Classified Leadership.

Be on the lookout for future events…
SACRAMENTO, Calif. – The California Community Colleges Board of Governors today honored Angela Musial, Mary Valdemar and Trinidad Araya as the 2019 California Community Colleges Classified Employees of the Year. “Classification employees play an essential role in our system that serves more than 2.1 million students,” said California Community Colleges Board of Governors President Tom Epstein. “From counseling staff to financial aid liaisons to on-campus public safety officers, these paramount members of our team serve our students firsthand and are key players in student success. We will continue to support their efforts in every way. On behalf of our colleges, we extend our gratitude to all classified employees, especially those recognized today, for their steadfast dedication.”

Established in 2008, and first presented in 2009, the award is given annually to community college classified employees who demonstrate the highest level of commitment to professionalism, the community colleges and the Vision for Success goals. Recipients also have a record of outstanding performance on the job, and a record of active participation on campus and in their communities. As a representative of our system’s classified staff, I commend my fellow classified staff for their hard work, commitment to helping our students achieve their higher education goals and serving as exemplary influences in their communities,” said Board of Governors member Bill Rawlings.

Members of a college or district community first nominate recipients. Prospective recipients are then endorsed by their local board of trustees. Representatives of the California Community Colleges Board of Governors, the California Community Colleges Chancellor’s Office and the Foundation for California Community Colleges select the final award recipients.

The Classified Employee of the Year Award is supported through a grant from the Foundation for California Community Colleges. Each recipient receives a $500 cash award and a commemorative plaque.

The 2019 Award Winners are:

Angela Musial, Antelope Valley College
Angela Musial has dedicated 15 years to Antelope Valley College District. She began as a student worker, and then moved into textbook buying at the college bookstore before being promoted to the District Buyer and her current position as Buyer Supervisor. As the single district buyer, Angela deployed the first online requisition system for the district along with training manuals, video, and a training process for new employees revolving around online requisitions. She has become the go-to expert on all matters related to purchasing for her district. Angela spearheaded an operations newsletter by bringing together various groups to include information on technology, facilities and business services for the start of every semester. In 2015 as the district moved toward fiscal independence, Angela played an integral role to help the district meet all required deadlines by developing extensive training guides during the implementation process. Angela is an asset to both her community college district and her local community as an active participant in numerous organizations and an advocate for student success.

Mary Valdemar, San Bernardino Valley College
Mary Valdemar has held many positions during her 12 years at San Bernardino Valley College leading up to her current role in the SBVC Library and Student Support Services department. She has served as a leader within organizations, provided support to students, staff and faculty and pushed to empower disenfranchised members on her campus and in the community at large. Equity and inclusion is a mission for Mary. She sits or has served on the Latino Faculty and Staff Association, the Classified Senate, the Equal Employment Opportunity (EEO) district committee, the HIS Taskforce and the District Assembly to name a few. Mary is deeply committed to using her institutional memory to advocate for change and improve services for students even when the results mean something has to change in the way the college does business. Her motto is, “If it isn’t in the best interest of students, then it isn’t in mine either.” Mary has collaborated with others on campus and at the district to establish several projects focused on inclusion and student success. Mary has inspired her students to make great change in the world, but to always come back and pay it forward the way she is paying forward the help that campus leaders gave to her 22 years ago.

Trinidad (Trini) Araya, San Joaquin Delta College
Trinidad (Trini) Araya has dedicated 16 years of service to the San Joaquin Delta Community College District. Although she is not officially an educator, she has made that an integral part of her job. Outside of her role as Senior Laboratory Science Technician, Trini has taken on the task of overseeing the student chapter of the American Chemical Society at Delta College that consists of 25 to 50 students each year. Trini works with the students on a regular basis overseeing their activities and providing mentoring. In addition to working with ACS students, Trini also hires, trains and mentors a number of students in the chemistry department. Whenever there is a need or concern, Trini has become the go to person for results in the Chemistry department. In the greater Stockton community, she volunteers with the “Stockton is Magnificent” event celebrating the community, the Stockton Asparagus festival, serving meals to the homeless, the Stockton Unified School District Science and Engineering Expo, the MESA program at the college, and other organizations where she not only volunteers but also organizes student volunteers. Trini is an inspiration to the students she works with and mentors as well as the faculty and staff she works with.
The Ventura College Classified Senate held their Annual Spring Retreat during Spring Break on March 28th. We started out the day with a networking breakfast, followed by a question and answer session with our College Administration. This allowed our classified professionals to interact directly with senior managers that they may not see on a daily basis. This was followed by two tracks of Professional Development. One group stayed behind and was joined by our District Administrative Center Fiscal Staff to answer any and all questions related to finance—a very practical training that staff had themselves asked for! The second track was hosted by our EMT and Paramedic instructor Tom O’Connor—Tom trained us on the use of the “emergency stair chair,” the “AEDs” located on campus, and finally, on how to “Stop the Bleed.” I personally joined this second group and was fascinated by all the practical safety training that I was able to learn in such a short amount of time.

I really would encourage all senates around California to institutionalize this training for their own staff. Finally, after lunch, we were over the moon to welcome our VIPs for the day: none other than Dawn Bridge, 4CS Vice President, and Justin Hunt 4CS Area Representative! First and foremost, once again thank you! Dawn and Justin came to Ventura College pumped with energy and full of valuable information. We spent an hour and a half engaged in robust conversations about shared governance and 4CS—I know our members were also very thankful for Dawn and Justin’s sacrifice, and found the discussion particularly insightful. We look forward to hosting another successful retreat next year, but before that, we are excited to see Dawn and Justin in Tahoe on June 12th! Hope you will be there too!

In Service,
Sebastian Szczebiot
Ventura College Classified Senate President
4CS Connections

June 2019

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</tr>
</tbody>
</table>
### Classified Senate Leaders Directory

<table>
<thead>
<tr>
<th>College</th>
<th>Term</th>
<th>Contact Name</th>
<th>Email Address</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
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<td>(951) 372-7064</td>
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<td>(909) 384-8906</td>
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</tr>
</tbody>
</table>

**Disclaimer:** 4CS works diligently on directory updates. If the information is dated new changes will appear in the next newsletter if a request was submitted. If you haven’t submit a change, please complete the “Classified Senate Update Information Sheet” found on 4CS website ([www.ccccs.org](http://www.ccccs.org)).

Please send updated contact information to Cari Plyley, cplyley@ccccs.org
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4CS Calendar of Events

June 2019

12 - 4CS Pre-CLI Board Meeting, Granlibakken Conference Center
13-15 - Classified Leadership Institute, Granlibakken Conference Center
15 - 4CS Post-CLI Board Meeting, Granlibakken Conference Center
20 - Consultation Council Meeting, Sacramento

July 2019

12 - CCLC Board Meeting, Sacramento

September 2019

20 - 21 - 4CS Board Meeting, Diablo Valley College

October 2019

TBA - Gathering of the Senates - North
TBA - South Regional Retreat/Plenary - College of the Canyons

November 2019

13-14 - Board of Governors Meeting, Sacramento
20 - Executive Officers Committee - TBA
21 - 4CS Board Meeting, Riverside Convention Center, Riverside
21-23 - CC League Convention, Riverside Convention Center, Riverside