

# CLASSIFIED

SENATE

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GROSSMONT COLLEGE

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## Campus Governance

### Unraveling the Mystery

Classified Senate exists to provide a voice to Classified Professionals in matters of creating policy and procedure, making sure we are represented on hiring committees and being a centralized means of communication between Classified Professionals and our larger district and campus community. Classified Senate is covered under an assembly bill, AB 1725, that recognizes Senate as the governance group for Classified Professionals.

As Title 5 §51023.5 of the California Education code states, Governing boards adopt policies and procedures that provide staff opportunity to participate effectively in district and college governance. Formulation and development of policies and procedures, and processes for jointly developing recommendations that have or will have a significant effect on staff. [The Governing] Board shall not take action on matters significantly affecting staff until the recommendations and opinions of staff are given every reasonable consideration.

There is a clear distinction of the role of the Classified Senate and the role of the classified labor union, CSEA, plays on the Grossmont College campus. While both organizations are comprised of Classified Professionals, each organization represents classified staff in different ways. Since the Classified Senate split 2 years ago, from one governing body into three governing bodies, the representation changed from one collective group into three groups representing their local issues at Grossmont College, Cuyamaca College, and District Services. This change brought about how we look at governance and our role in participating in the process and the issues that are advocated for in regards to labor and in participatory governance. Keep in mind, a classified senator is also a classified employee and may participate in CSEA related activities, but does not represent the Classified Senate in those activities. These differences are outlined in the graphic below in a memorandum of understanding (MOU).

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## MEMORANDUM OF UNDERSTANDING

### ROLES OF GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT CLASSIFIED SENATES AND CALIFORNIA SCHOOLS EMPLOYEES ASSOCIATION



The Classified Senates promote the interests of all Grossmont-Cuyamaca Community College District Classified Staff in accordance with AB 1725 mandates.

The Classified Senates are organized to:

- Select from its membership, representatives to serve on employment screening and other participatory governance committees, to ensure classified voices are heard.
- Participate on governance committees and councils to allow for inclusion in the development and formulation of policy and procedure.
- Provide a body representing the needs, concerns and viewpoints of the Classified Staff, as well as make recommendations on behalf of them-independent of contractual issues.
- Provide a centralized means of communication between Classified Staff and the rest of the college and district community
- Provide an opportunity to develop individual leadership among the Classified Staff, as well as increase the professional standards of its members
- Promote and support the activities that develop or increase the skills, productivity and professionalism of the Classified Staff



California Schools Employees Association (CSEA) is the exclusive bargaining agent for classified staff employed by the Grossmont-Cuyamaca Community College District (GCCCD).

CSEA negotiates and represents classified staff in contractual issues such as:

- Select members to serve on governance committees and councils specific to bargaining subjects
- Promote & protect rights of classified employees
- Wages, including salary schedule and placement, promotions, seniority, layoff and reemployment rights, initial classification and reclassification
- Hours of employment
- Health and welfare benefits, including holidays and vacations
- Leaves, transfers and reassignment policies
- Safety conditions of employment, including district-initiated disability leaves
- Procedures to be used for the evaluation of employees
- Procedures of processing grievances and disciplinary actions

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The topic we would like to discuss this month is the governance re-organization of our councils, and committees. This is the current process we have for our governance structure:

<https://www.grossmont.edu/college-info/about-grossmont/org-gov-structures/orgstructures/committees0607-1-.pdf>.

As you can see, it could use a little work. The college, with all constituent groups represented, has looked to revise this structure to ensure participation by each group that will lead to recommendations to the college president. As part of the revision, we have reached out to the state for resources and expertise in the Institutional Effectiveness Partnership Initiative (IEPI).

We recently had a Planning Resource Team (PRT) from IEPI visit Grossmont College to discuss topics of Student Learning Outcomes (SLOs), Annual Unit Planning integration, and our participatory governance structure. These three topics are integral in how our college operates and how information is put into the system and how it will cycle out back to the people who will implement the decisions made. As part of this visit, we were eligible for a \$200,000 grant that will help Grossmont College to implement the three topics mentioned earlier.

Part of the \$200,000 grant was to solicit the technical expertise in participatory governance in the form of Dr. Helen Benjamin, Retired Chancellor of the Contra Costa Community College District and former College President of Contra Costa Community College. A Governance Organization Steering Committee has been formed that includes administrators, faculty, classified professionals, and students to implement the recommendations from the PRT and our technical expert. You will hear more about this topic in April and in May in the form of a survey and forum. It is highly encouraged for you to participate in both as it will help with the process of giving adequate information to come to a recommendation and ultimately a decision and the distribution of information regarding the decision. From the survey results, we hope to implement the new governance structure in the Fall 2018 semester.

If you have any questions, please let us know. If you see us, flag us down or you can find more information on our website:

<https://www.grossmont.edu/college-info/about-grossmont/org-gov-structures/gcccs/default.aspx>

We have a strong desire to grow the Classified Senate and have more people involved in the governance process of our campus.

Our next meeting is April 6th, 1:30pm - 3:00pm in 60-207 (ASGC Boardroom). Please join us.

Email: [Grossmont.Classified@gcccd.edu](mailto:Grossmont.Classified@gcccd.edu)

# Brought To You By...

## Grossmont College Classified Senate



Monica Blando  
President



Bryan Lam  
Vice President



Cindy Emerson  
Treasurer



Elaine Adlam  
Secretary



Tyler Dranguet  
Senator

Your ideas and suggestions are needed! If you have a story idea or you would like to ask a question regarding Classified Senate or things that colleagues might be helped by as well, let me know by emailing me at: [Elaine.Adlam@gcccd.edu](mailto:Elaine.Adlam@gcccd.edu).

For more information about what Senate is working on go to:

\* our website: <http://www.gcccd.edu/classified-senate/default.html>