

## **Minutes from Retreat**

Roll Call: Wendy Corbin, Kasi Althaus, Yvette Macy, Rhonda Bauerlein, Laura Gordon, Valerie Peterson, Ken Grimes, JaQ Osborne, Della Elliott, Cindi Hall, Anthony Cutietta, Karen Bishop, Ariane Ahmadian, Jennine Boschock

Excused: Linda Daley

### **Constitution and Bylaws:**

District/CSEA MOU, the roles and responsibilities assigned to CSEA and those assigned to Classified Senate. Purpose of CS is to give classified employees a stronger voice, is necessary for shared governance (recruitment), and bargaining (CSEA). The importance of keeping a focus on these roles was stressed. The MOU is being updated to reflect changes in the Supervisors and their inclusion in a different bargaining group, other items may be updated as well. This process is thought to be on hold at this time.

Committees-Article 6 (page 11), and Appendices (page 21), lists details about the Classified Senate committees. The group discussed the listed committees and that changes would require a vote by the entire classified membership. It was suggested that names referring to people be taken out, and titles be listed instead. It was determined that more communication needed to take place on this subject.

What is Classified Senate bringing out of committees and councils was discussed. The GCCCD Shared Governance structure was explained, as well as the Chancellor's view that each member of these important committees has the responsibility to report out on the committee's work. The committee decisions are made through the input of the committee members, so each member must be gathering and providing feedback from/to the members they represent. In committee and council meetings there should be NO RANK IN THE ROOM. It was expressed that classified feel very comfortable sharing thoughts and ideas in the committees/councils in which they serve at Cuyamaca. Others were not as comfortable speaking up, it was said that when concerns are brought up they are treated as criticisms and not constructive collaboration. District Services Leadership Council seems to be more of an informative venue by Managers. Shared governance is built to be a tool to be used at the beginning, not the end which is sometimes happening. We were reminded that people don't have to be part of the E-Board to be on a committee/council. The Chancellor is thinking about "reassigned time" for CS members, meaning someone else will sit in CS members' seats while fulfilling CS obligations. Not really looking at release time for CS members.

Is Blackboard Discussion Board doable as an option to post information in a central location for classified employees? Wendy said that she had previously tried to use this mode of communication with the previous Classified Senate Executive Board but only a few people took the time to use the venue.

## **Fundraising:**

We should determine the following first:

1. What are we fundraising for? (\$200-500 in annual operating costs, CLI trips, enhance CSAD, campus/site needs, CARE, Follow the Dream, etc)
2. How much do we need?
3. By when do we need it?
4. How do we spread the responsibilities across sites to ensure investment?

Possible fundraising activities:

1. Cookbook
2. Dudley's Bread (Nov?)
3. See's Candy
4. Pie in the Face
5. Bake Sale
6. Seasonal (candy gram in Oct, Valentine candy gram in Feb?)
7. Raffles
8. Silent Auction
9. Opportunity Drawings

Ideas on how to raise funds:

1. Some colleges use their Foundations to hold fundraising accounts.
2. Split revenues with college departments-raise funds for departmental needs

## **Employee Recognition**

District-Star

Grossmont-KUDOS

Cuyamaca-Cuyamaca Way (adding a pat on the back style award was discussed for this site)

Chancellor's Award-one time a year, 1 recipient per site, nominations to be made through mid-October. Winners to be presented at December Board Meeting

## **State and Regional**

4CS has a listserv (4CS website) to solicit feedback on how to deal with challenges, or obtain information on best practices. It is a great way to obtain information.

We all need to get involved in conversations. SoCal has less state level participation because of our physical location in association with the hub of state politics in Sacramento. It is important to have our region properly represented at the state level.

## **Professional Development Committee**

Professional Development Committee is not outlined as a District shared governance committee that classified staff should participate in. These committees function more like operational committees. At Grossmont College Cindi will keep us in the loop on Grossmont Prof Dev conversations and opportunities. At Cuyamaca College their professional development happens through the flex week workshops each semester. There are Cuyamaca classified employees on this committee. One focus of CSEA right now is the possibility of job shadowing/cross training. There was a concern that a lack of staffing in the classified ranks may inhibit the development of job shadowing/cross training, but the classified have expressed interest in this type of program.

What could a Classified Senate Professional Development committee provide?

1. Plan CSAD workshops
2. Each site to have its own committees to determine site needs
3. CLI-senates were doing their own professional development
4. Classified staff could petition CS for money for seminars
5. Work with deans and department heads to find out what the needs of classified staff are
6. E-Board member should be on the professional development committee at each site

In closing, Yvette thanked everyone for their contributions to Classified Senate.