



## Classified Senate 2<sup>nd</sup> Annual Leadership Retreat

<http://www.foothill.edu/classified/>

Thursday September 12, 2008

8:00AM-4:00PM

Maureen Chenoweth's Home

Present:

Maureen Chenoweth, Leslye Noone, Nhung Tran, MariaElena Apodaca, David Garrido, Karen Smith, Stephanie Franco, Allison Largent, Lucy Rodriguez, Erin Clifford, Darya Gilani

Here are the issues:

### Support for Classified Senate Leadership

- As it stands, there is no time given in the current contract.
- SEIU told Classified Senate to negotiate directly with the Human Resource Management. When we met with Noreen Novotny, she asked for details of where time was spent. Dave Garrido produced a spreadsheet for Doreen. She then asked us to group out tasks. After we did that, Doreen had some concerns and asked us to rework it to state what our leaders do on a consistent level.
- We are asking the College for 50% time for the President of Classified Senate and 20% time for the Vice President. The counter proposal from the Chancellor's Office was that unlike faculty, Classified Senate times away from work are difficult to backfill.
- There was a concern as to whether this was a Union issue, having automatic backfill for leadership positions. Currently, our Union's PGA matches the Faculty at Foothill College.
- In knowing all this information, Maureen went to President Judy Miner. Judy was very supportive of our work with our Senate and asked us to deal with these issues with our Managers. She asked us to let her know if they are not cooperative.
- Our group then reviewed AB1725, which caused the formation of a Classified Senate after an accreditation showed a deficit in this area. Management's main barrier to implementation of this was their cause for the time away from our job duties this would take.
- In 1988, there was 50% reassigned time for the Classified Senate President, and 25% reassigned time for the Classified Senate Vice-President. In 1991, the then Chancellor validated the Senate's place at Foothill College by writing a book on governance at the College. We eventually lost this time commitment for Classified Senate Leadership, resulting from a combination of layoffs and elimination of Professional Growth funds.
- Judy Miner attended our luncheon.
- Many thanks to Wayne Chenoweth for being the top grill head honcho in charge with food, along with Maureen.
- Our group of Senate leaders then reviewed a paraphrased version of the California Code of Regulations. This is a State Law, titled 5, section 51023.5. So by all rights, we are breaking California State Law and violating State Accreditation Standards when we are not allowed to operate as a Senate for Classified Staff.
- We then reviewed Robert's Rules of Order (for small groups). Dave Garrido gave us a brief summary of how Robert's Rules of Order works. This Classified Senate is not subjected to the Brown Act, according to the State of California. We asked if we should be adopting the Brown Act Rules.
- A former President of the 4C's (California Community College Classified Senate spoke (Cari Plyley). She talked about perceptions we sometimes have of group dynamics and how they may lead to little respect for the group. It's our jobs as leaders to tap into Classified Staff's

energies that sometimes is interpreted as complacent. Being involved involves an extra skill set, being able to manage your normal job duties and also serve on a College Governance Committee. The Leadership Style for Management involves them offering and encouraging professional relationships to Classified Staff.

- Here is the California Community College Classified Staff's Website: <http://cccsc.org/>. This is the State Classified Senate, a bountiful resource to take advantage of.
- Document review: <http://www.apartment-manager-law.com/data11/51023-5-Staff.htm>
- Foothill College's Classified Senate belongs to this State Senate. Upcoming is a contest to define Excellence in Governance, sponsored by 4C's and facilitated by Dave Garrido and Maureen Chenoweth. More on that later.
- Our new Classified Senate's Office is in the portable units on campus, #5933.
- This group reviewed the 2008 version of Foothill College Classified Senates Constitution and Bylaws. (Copy available on website or email to request a copy). <http://www.foothill.edu/classified/constitu.html>