



**Classified Senate Meeting
Meeting Minutes, 04/30/24**

2024 Senate Board Members:

- **Danielle Alexander**, *President*
- **Katherine Lebe**, *Vice President*
- **Teuila Gray**, *Treasurer*
- **Yessenia Anguiano**, *Secretary*
- **Sheree Marcos**, *Social Senator*
- **Samantha Maddox**,
Senator of Fundraising
- **M’Kormik Hamilton**, *Ad-Hoc Senator*

35 Attendees

1. Welcome – call to order 12:02pm

2. Announcements

- Election coming up – please nominate, participate. Look out from an email soon, many thanks to Lauren and Famela for organizing
- Mother’s Day Basket Fundraiser – take a look at the items and purchase tickets

3. Discussion Items

3.1. Chancellor’s Office 2020 Call to Action

- Encouragement to get DEI training in community colleges; goal is for more implementation rather than lip service
- Classified not made aware (neither on behalf of senate or union), not included in discussions

3.2. Will become legal compliance and included in performance evaluations (BP 7230)

- “A permanent employee who accepts a promotion and fails to complete the probationary period for that promotional classification shall be employed in a position in the classification from which the employee was promoted, unless otherwise negotiated in the collective bargaining agreement.
- “The evaluation of classified employees must include consideration of the employee's demonstrated, or progress toward, proficiency in diversity, equity, inclusion, and accessibility competencies that enable work with diverse communities.
- Were not aware of BP language changing – the BP for faculty had changed and was approved by the Board but it was not known it would be part of performance evaluations
- No group discussion and no input on how supervision and review would look like, if those doing the evaluation have been fully trained to be an expert on DEIA issues



- Classified had no input, Dr. Moonsammy hasn't been a part of creating any of the training for management
- Danielle and Katherine attended the Classified Training and Development meetings, there were no discussion in equity trainings and did not understand that this was a collective bargaining agreement which affects our evaluations
 - What are our next steps?
 - The first reading was in April with voting in May.
 - Goes into effect once BOT approves the new BP
 - "We want training but done in the right way" – How do we use our voice?
 - Discussed: start with a letter, does the union have a say in what the criteria looks like? What will make admins experts to evaluate?
 - Cohort training in summer will have less participation/effectiveness
 - Fridays may fare better during the academic semester, offer zoom or hybrid or self-paced
- Union rep Mo can pull request to discuss and provide input before 2nd reading in May
 - Can't expect to be evaluated on something we may not have knowledge on or have properly trained on
 - MUST come from union due to it being collective bargaining agreement
 - Discussed that Union send letter, senate send message to board and emphasize shared governance issues
 - Asking to pull BP 7230 & delay board policy

3.3. Equity Ambassador Training

- Sent by HR by classified request for training but not meant to satisfy DEI training (only one member voted for this over Shared Governance training)
- Never discussed the Chancellor's Office call to action

3.4. Classified Retreat Reminder

- March 26th at Skyline Park
 - All day event, please RSVP: <https://forms.office.com/r/G9tX5uyvaW>

4. District Committees

- 4.1. Planning – Meeting this Friday, talked about accomplishments. EEO Plan at next meeting. Redid process for resource allocation.



4.2. Budget – Working on unit plans, what to move forward. Meeting Friday next week. Review staffing study report.

4.3. Facilities:

- Groundbreaking May 17 for Wine Ed Center. Safety walk conducted. April 15 housing update: 527 inquires and 367 applicants

4.4. DEI – look at climate surveys and equity framework, maybe a special session to discuss BP 7230

4.5. Technology – no updates

4.6. Staff Development – meeting cancelled last minute

4.7. Extended Cabinet/Council of Presidents – council met last week. Decided to approve AP docs through workshop groups, all constituents had input.

- Get more input on tri-chair committee model – what kind of commitment are we willing to make in terms of charing committees
- More dialog will benefit us, meeting once monthly

➤ Other Discussions

▪ **Curriculum:**

- Last meeting of the semester, went through courses and programs, reviewed 16 AP & BPs, reviewed 146 program proposals.
- Discussed changing meeting patterns due to 16-week semester curriculum
- SEM considered complete and will be dissolved

▪ **Student Success Standards**

- AP4240 academic renewal language, concerns were raised, will look again
- Let's stay in discussion on what is happening in the Classified senate and union

5. FUTURE MEETINGS

- Executive Board Meeting: 03/05/24
- General Meeting: 03/26/24 (spring retreat, time tba)

Adjourned 12:50pm