**CONTRA COSTA COLLEGE**

**Classified Senate Council Minutes**

**Date: Monday, September 21st, 2020.**

**Time: 12:30pm-2:00pm**

**Location: Zoom ID:**

Attendance: Jenna Hornbuckle, Michael Simpson, Kate Weinstein, Brandy Gibson, Zaira Sanchez, Leticia Mendoza, Michael Zephyr

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| **Item** | **Discussion** | **ACTION ITEMS** |
| 1. **Call to Order with Introduction of Guests** | Call to Order 12:32pm |  |
| **2. Action Items** |  |  |
| 1. **Agenda Items** |  |  |
|  | Approval of Agenda  Motion to Approve:  2nd  Approval of Minutes from August 17, 2020  Motion to Approve: Michael Zephyr  2nd Zaira Sanchez  J. Hornbuckle: 3VP Structure Presentation  Jenna has shared the comments in favor of a 3vp structure. Also shared negative comments. Majority of Staff do not approve of a 3vp structure for CCC. Some questions arose around the job duties of VP of Student Services and VP of Business and Administration Services.  Dr. Bell: We are not adding new positions, rather filling existing positions that are already on the books. Using already existing VP to VP of Instruction. Adjusting Business Services Manager to VP of Business and Administration Services. Converting Sr. Dean of Instruction position to VP of Student Services. Additional responsibilities for Director of Business Services has increased the need to convert position to a VP. VP of Student Services would oversee all of Student Services and representing college at the district level. When the college operates with one VP role, it is difficult to represent all areas of the college. This will also prevent the college from paying 5% additional duties stipend, something that has been historically done at our college.  J. Hornbuckle: Will there be a salary change with the VP of Business and Administration Services?  Dr. Bell: Shared a document with a budget proposal that shows a savings to the college by converting the Sr. Dean of Instructional Services and Business Director to a VP structure.  J. Honbuckle: The consensus of Classified is that they are concerned with the number of hourly positions and how the additional positions could be used to hire more permanent Classified. The concern is also around budget cuts and low enrollment.  Dr. Bell: There are some departments that are in the process of creating additional Classified positions.  K. Ramos: My question was to create permanent positions not hourly. Just wondering if there is discussion around how we will be scaling up our classified side of the house.  Dr. Bell: Some departments are in the process of hiring Permanent Classified staff.  C. Matute: Is CCC going to takes over the retirement salary once our Business Serv. person retires?  Dr. Bell: That is a district level expense where money is set aside.  E. Bremner: Why are we addressing the Business Services Director role first, before addressing the Classified roles?  Dr. Bell: There are 3 major construction jobs on campus that Mariles is overseeing as VP of Business and Administrative Services. The changes are a follow through of decisions made under former President Katrina Vanderwoude.  B. Gibson: We have lost many hourlies that have been completing needed work for the college.  D. Lawrence: with the re-structuring of positions, will there be a hiring process for each position or just a promotion?  Dr. Bell: This is a reorganization of an existing position and not a reclassification or new recruitment.  The vacant positions will be put out for a permanent hire.  D. Lawrence: Will the restructured position be reevaluated under the new position at regular intervals?  Dr. Bell: Yes, they will be evaluated. The roles are currently completing work of a higher level position.  Patricia Herrera: Will the same consideration being made for Management positions be made for Classified positions being restructured, such as the Administrative Assistant in Business Services?  Dr. Bell: We need someone who has a lot of experience in a VP or Instructional Services role who can help lead the other Deans in areas such as enrollment and Guided Pathways.  K. Ramos: Why is this different than the Reclassification process?  Dr. Bell: It is a restructure. Not sure why you had to go through a Reclassification process.  E. Bremner: We would be hard pressed to find Classified on this campus who are not completing additional duties. There is a disparity between roles and departments at DVC and LMC.   * Reclassification for a position vs. “restricting” |  |
|  | * DVC’s statement of no confidence * Talk and share reasons in favor of vote of no confidence reasons against, what are major questions you have. * Break into groups * Vote of no confidence Putting pressure and showing that we don’t like what they are doing. Will the board be fair arbitors of our contract if they’re doing this to upper level. * Votes of non confidence: reasons need to be spelled out. Indicate the action intended convey Alarm, concern, broken trust, or a call for a removal of an individual. * Pattern of misbehavior that needs to stop, can be used to identify misbehavior and ask to stop. Steps to resolve it. Usually to an individual, not a group. Clear that everyone is saying the same thing. * Board assistance to CCC? When was the last time they did something for our campus? * Ethical violations, it’s not a stretch to say they are voting as a block * 2 folks with ethical violations. One sanction to step down as secretary. The other one was voted to be secretary. * Breakout rooms; continue discussion * Reasons for and against in the Groups were put into a powerpoint slide with consensus * Elected positions that can be re-called except for 90 days prior or 90 days after an election. * Self-evaluation present that union president shared with feedback about board members and issues they’re having. IT’s not full transparency about renewal of contracts. It does show the dysfunction. Advice on what the board of governors need to do to improve. * Existential threat on our contracts due to the nature of how the board votes * Can’t vote, need more information. * Do we need more discussion? 3 week turnaround to have ready for next board meeting. Should we pursue a creation of a resolution to the Governing Board? * Comment: worth it to go with academic senate on this? * Academic Senate: Call a session when both groups talk about this * Need to continue this conversation. Will be a special meeting of classified senate and a joint meeting of academic senate and classified senate to discuss this further * Has everyone seen the information with the Harris recommendations? * Comment: Is there something less serious we can do rather than a no confidence * Question: What would be so bad about having two new board members or replacing them, especially due to the ethical allegations. * Brandy will email about VPI committee * Brandy will email about ongoing discussion about no confidence * Brandy adjourns at 2:06pm |  |
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| 1. **College Committee Reports** |  |  |
| 1. **Open Discussion** |  |  |
| 1. **Adjournment** |  |  |