**Classified Senate Meeting**

Thursday, May 27, 2021

Attendee List

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| --- | --- | --- |
| **Name** | **Position** | **Attendance** |
| Josh Pelletier | President | Present |
| TBA | President Elect |  |
| Christine Mangiameli | Treasurer | Present |
| Al Guzman (temp) | Recorder | Present |
|  |  |  |
| Manny Diaz-Alvares | Classified Senator/Segment Rep |  |
| Chris Chavez | Classified Senator/Segment Rep | Present |
| Danmin Deng | Classified Senator/Segment Rep | Present |
| Alex Favela | Classified Senator/Segment Rep | Present |
| Janie Garcia | Classified Senator/Segment Rep | Present |
| Konstatin Kalaitzidis | Classified Senator/Segment Rep | Present |
| Jackie Lauese | Classified Senator/Segment Rep | Present |
| Andre Meggerson | Classified Senator/Segment Rep |  |
| Jerry Robredo | Classified Senator/Segment Rep |  |
| Catalina Rodriguez | Classified Senator/Segment Rep |  |
| Itzel Sanchez Zarraga | Classified Senator/Segment Rep | Present |
|  |  |  |
| Adrienne Hypolite | Classified Member | Present |
| Adiel Velasquez | Classified Member | Present |
| Doreen Finkelstein | Classified Member | Present |
| Rick Edwards | Classified Member | Present |
| Julie Ceballos | Classified Member | Present |
| Mary Vanatta | Classified Member | Present |
| Elizabeth Hunter | Classified Member | Present |
| Kamara Tramble | Classified Member | Present |
| Pauline Brown | Classified Member | Present |
| Julie Brown | Classified Member | Present |
| Martha Rubin | Classified Member | Present |

**Classified Senate – Regular Meeting – May 27, 2021**

**Agenda**

1. Approval of May 6 Meeting Minutes
2. ESAC Update, Julie Ceballos
3. Affordable Housing Taskforce: Classified Rep Needed for Next Year
4. Council Updates
5. Classified Senate Elections for 2021-22
6. Adjourn: Next Meeting ***, June 10, 2021***

**Minutes:**

**Date:** May 27, 2021

**Location:** via Zoom

**Meeting convened:** 2:10 PM

**Meeting adjourned:** 4:20 PM

1. Approval of May 6 Minutes:
   1. **Christine M**, moved to approve Minutes, **Janie G** seconded.
   2. **VOTE** – Minutes of May 6 approved by Senate.
   3. Before getting to next item on agenda **Josh P**:
      1. **A**nnounced that Pauline (Brown) is going to be the very first Classified Staff Commencement speaker in the history of Foothill College. (Whoo hoo!)
      2. **O**ffered multiple thanks to Classified Staff members for their contributions throughout the year. Specifically, he thanked **Erica C** for stepping in as Recorder in the beginning of the year and also **Mike M** for all his work, first as Classified Senate Elect in the beginning of year and then for bringing the proposal for compensation to the Cabinet. He also thanked **Jerry R** for creating a new Classified Staff logo.
      3. **T**hanked 4 people who have agreed to serve: **Mary V**, Senate rep for instruction; **Adrienne H** for stepping forward to be our CS President for next year; **Janie Garcia** for stepping forward to be President Elect; Martha **R** for stepping forward to be Treasurer
2. **ESAC Update, Julie Cebellos**
   1. The ESAC started meeting regularly about 5 months ago, and is led by **Joel Cadiz,** the new Executive Director of Facilities. This is a District committee from Foothill, De Anza and District Office area. ESAC hired a consultant to help create Mission Statement, Goals and Objectives. The committee worked on honing the Mission statement to encourage sustainability and work collaboratively as a District committee, especially De Anza College and Foothill College. The members on the committee also focused on including students in the effort. The idea is to make sure students/staff/faculty were included in this objective, not just one area of the college. Currently ESAC is trying to find a student to represent Foothill College. Overall, the Mission is to improve sustainability and reduce carbon emissions. A member pointed out that **Kevin M**, Central Services, indicated that working from home helps the environment by saving gas emissions from the drive to and from home. **Konstantin K** mentioned that some buildings, like the Center, are old and many things are broken and need fixing. The air conditioners in the building would turn on in winter and heaters would turn on in the summer. He said that this is a sad waste of energy. **Julie C** mentioned if staff were actively engaged, we could contribute to improve energy efficiency on campus by reporting situations like this. **Christine M** agreed by suggesting that a centralized reporting system for the campus should be considered. **Julie C** finished her report by pointing out that the plan is only effective if everyone works together and there are enough people to manage it. It would be ideal if the concept of sustainability were institutionalized.
3. **Affordable Housing Taskforce: Classified Rep Needed for** **Next Year**
   1. No one volunteered to be on the Committee at this time.
4. **Council Updates**
   1. **Chris C** for E&E (Equity and Education) - Lene Whitley-Putz gave an update about a Power Grant and how the Online Learning Office is providing Professional Development to faculty by helping them move their classes online. Lene also talked about a study that indicates success gaps are widening in online classes for students of color. Finally, she discussed Land acknowledgements and how Foothill is confirming our college is using correct pronunciation by asking local native experts, one a professor at Stanford. / C&C also discussed a report regarding “The Model Minority Myth” <https://foothill.edu/gov/equity-and-education/2020-21/may21/gov-agenda-ee-May21.dotx>
   2. **Chris C** for RTC - Return to Campus Council - Approval process extended for faculty to teach F2F (face to face) continues, especially since guidelines have eased as of June 15. More faculty opted to teach F2F (up to 72% in Fall 2021 vs Fall 2019) Allied Health commencement ceremonies each allowed F2F ceremonies, capped at 100 per ceremony and to be in the PSEC area. So, this is a big change from originally expecting only a 25% opening to having over a 70% opening.
   3. **Janie G** for Advisory Council (AC) – She reported that most of the last few meetings were dedicated to Program Review. Programs get to report on areas of success, improvement and data. This promotes the use of ideas and expertise of different groups across the campus. / Coming up is a Mid-Term report for Accreditation. / The committee is also discussing the creation of a Shared Governance Task Force - a more systematic way to stay on top of each group to minimize any overlap or double work and with AC acting as the centralized hub. Janie says this is good for Classified, although we don’t hold power, this gives a layer of visibility or transparency in governance.
   4. **Jackie L** - for C&C (Community and Communication) - C&C hired an external consultant from the RP Group to access the current governance structure at Foothill College. Consultant Darla Cooper stated there is hierarchy when it comes to governance structure, especially in Higher Education. This resonated with Jackie L because this recognizes a need for improvement that exists not only at Foothill but across the State of California. The aim for improvement is to empower Classified staff, and making sure Classified staff have access to information to engage in meaningful conversation. // **Martha R**. reported that RSLS Study group is putting together a calendar describing recommendations on how Foothill is to Institutionalize Service Learning and Leadership.
   5. **Danmin D** for R&R (Revenue and Resources) - The Facilities Master Plan for Foothill was presented to Board of Trustees / The Committee also discussed and decided to table the decision for Equity Initiatives until a new Dean of Equity is hired Staff
   6. **Julie C** shared in chat that hikes are going to happen and are being planned by Heidi/Kevin/Josh for Classified staff for this summer.
   7. **Josh P** Raffled a $50 gift card for filling out a Classified survey - winner: **Rhoda W.** Josh also announced that Rhoda W has agreed to serve on the Police Chief’s Advisory Council.
   8. **Josh C** gave a preliminary report on survey:
      1. Not many managers that are telling people not to serve
      2. Thinks that the core problem is a staffing shortage and that we are understaffed as a college. Josh believes evidence shows that hiring more classified staff is the only real solution. Our staffing levels are below almost all Community Colleges in the State.
      3. Our choice as Classified employees is to work directly with students, or indirectly through governance. He understands if there is not enough time to serve for governance.
   9. Feedback from other Classified Senate Members on Survey:

**Julie C** - reported that had to decline a position in governance this year because her area is so understaffed. However, she is ready to make the case to management that space should be assured for Classified staff who wish to participate in governance, now and in the future. **Josh P** agreed and added that just because people stepped up, and saved the Classified Senate this year, that does not mean the problem is gone. The conversation has to continue about how to address the Foothill staffing shortage. It is not healthy to continue with a poor worker-to-management ratio.

* + 1. **Janie G**- said that serving on committees is the best way to get acclimated and learn about Foothill College. It is good to be involved because governance is a helpful tool to learn how Foothill operates. **Christine M** - Added that we should strive for a good onboarding process. We should work with the district for ongoing training and possibly introducing a mentor system. Faculty already does this with their new members. Another member agreed that learning about governance would be a great way for new Classified employees to learn about college.

1. **Classified Senate nominations for 2021-22 -**  **Josh P** named the nominees he put on the ballot for the election and a very lively discussion ensued:
   1. **Julie Brown** asked is it only just one Senator that is elected per committee? Josh answered no, had ties last year so took all. Julie asked if could vote for more than one person? Josh said we could do that if we as a body approve.
   2. **Doreen F** and **Mary V** inquired about the definition of an area that Senators are meant to represent. What defines an area, what makes up an area? What does that mean? Josh explained that areas were defined by the geography of the campus at the time, but now we just follow this definition loosely. Did away with that with SIP (Shelter-in-Place) and also mentioned that De Anza rewrote their bylaws this year to match councils.
   3. **Adrienne H** - asked if there was a way not to exclude people from the ballot this year since so much work has to be done. Maybe we could mirror what the Academic Senate does and expect our members to bring to the meetings in our departments what is discussed in Classified Senate. We don’t have the same model of reporting back.
   4. **Chris C** - glad we have this problem (of having more than one candidate per area), because, before Covid, we could not make quorum. He said: “It is a good problem to have.”
   5. After a few Senators asked if we could just accept all nominees without and election, another Senator pointed out that our Bylaws indicate an election should take place. **Josh P** and **Adrienne H** both indicate that Bylaws need to be revisited and updated but for now, and for the sake of time, we should proceed with leaving all nominees on ballot and that more than one could be chosen by the electorate.
   6. **Adrienne H** - reminds everyone that Classified Senate is not truly representative of our staff - where do custodial and grounds crew live in our segment areas? Are we being considerate and figuring out a way to bring them into fold? We have to find of other ways to represent all Classified staff instead of just physical locations or geographical areas.
   7. **Josh P** - Pointed out that it was a strange year and the record will show that we did what we thought was best.
2. **Adjourn:** 
   1. Next Meeting: **Thursday, June 10, 2021**