

NORCO COLLEGE

Norco College Classified Senate Minutes

Date 2/26/19
Time: 6:00 p.m.
Via ZOOM

Senate Representatives Present: Ruth Leal (Marketing/Chair), Caitlin Welch (Grants), Patti Brusca (Accreditation S1), Patricia Gill (Accreditation S4), Pam Kollar (Completion Initiative), Leona Crawford (Accreditation S3), Daren Koch (Technology),

Senate Representatives Absent: Trae Bell (CSEA), Andy Aldasoro (CSEA), Chris Poole (ISPC/Secretary), Misty Griffin (DBAC),

Senate Members: Katie Owashi

Guests: CSEA President Gustavo Segura

- I. Call to Order - The meeting was called to order at 6:00 pm.
- II. Approval of the 4.16.18 Minutes
 - a. Via E-Vote. Daren Koch motioned/Leona Crawford seconded. Approved.
- III. Senate Business
 - a. Senate Suspension & Response – The Senate met with Dr. Reece on February 21 at 11am in the President’s Office. Dr. Reece read a prepared statement. See attached. The Senate met on Friday, February 22nd at 5pm at Rodrigo’s Mexican Grill to discuss next steps. The Senate worked on the response over the weekend and through CSEA President Gustavo Segura sent the response to CSEA Norco list-serve. On Tuesday, February 26, the email was sent to nor-all in spirit of transparency and inclusiveness by Representative Pam Kollar. Pam reported out that she received feedback from the college community, including faculty, appreciating sharing it and informing them. Other feedback was shock at the tone of the initial email and thought the response was positive. Some staff want to participate but are scared of retaliation and institutional bullying. Members discussed that it was positive that everyone worked together taking input from everyone’s perspective and kept the response positive and factual. The response provided context to help clarify the information. Staff feedback from the initial email was described as upset that classified voice was being taken away and the treatment of classified staff. The Senate made contact with 4CS yesterday, Cari Plyley, and provided her a status update. She was surprised to hear about the suspension and expressed that the Senate cannot be suspended. She cited education laws that the administration was in violation. The Senate reported that agendas are sent out to nor-all and emails that are for members only are sent directly to them via the list-serve. Ms. Plyley stated that meetings need to be set when the representatives can attend. She recommended that the Senate respond to the letter line by line with explanations. Members discussed the concern that in the president’s letter he mentions discussion with 4CS that did not include the Classified Senate. This concern was shared with Ms. Plyley. We will reach out to the 4CS president about this concern. Outreach to San Diego Mesa Classified Senate has provided guidance since they are created from their bargaining unit. The Senate has been recognized by CSEA and Norco College. The Senate has a signed Shared Governance Statement with CSEA as an affiliate organization that was reviewed by RCCD district

STATEMENT OF PURPOSE

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counsel, Ruth Adams, in 2013. The Board of Trustees recognizes CSEA who in turn recognizes the Classified Senate. Norco College recognized the Senate at the May 16, 2018 ISPC meeting adding the Senate to the Strategic Planning Process chart. Academic Senate president reached out to the Senate to gather the Senate, Dr. Reece, and CSEA in a relaxed setting in order to open communications. CSEA President Gustavo Segura reported that he has been in contact with board members and received a meeting invitation by Dr. Isaac to meet with him and Dr. Reece. Gus feels that staff should have the right to voice our opinions. He also received an email from Dr. Reece's admin assistant asking for a copy of the signed Shared Governance Statement and Gus sent it to Dr. Reece directly.

- b. Meeting Times – Since release time has been rescinded by college administration, the members discussed changing the meeting times but keeping them on the second Wednesday of the month. Instead it was decided to change it to 6pm and meet via Zoom. So the next meeting will be on March 13th at 6pm via Zoom.
- c. Communications – The Classified Senate email has been removed and the members discussed how communications will take place. The Senate would continue to use the gmail account and share it with classified staff if they wanted to join the discussions. Any interested classified staff member from the Senate can join in the discussions/decisions. Everyone is welcome. CSEA President has offered to send out communications via the CSEA Norco listserv. The need for an open forum was discussed and an email will go out asking for a date.

IV. Senate Subcommittees

- a. Update –
 - i. Classified Professional of the Year Committee – Members discussed the invitation by the President's Office to sit on a new committee for the Classified Professional of the Year. Members felt that the Classified Professional of the Year is a recognition program created by the Classified Senate and the subcommittee has been working on this program since last spring. In the fall, the college president was invited to participate in the event and provide some recognition items but it is a Classified Senate program and event. The committee chair will notify the President's Office that the Classified Senate committee will continue with the program.
 - ii. Communications Committee – No report.
 - iii. Shared Governance Committee – No report.
 - iv. Social Activities Committee – No report.
 - v. Staff Professional Development Committee – No report.
 - vi. Strategic Planning Committee – No report.
 - vii. Workplace Environment Committee – No report.
 - viii. Election Committee – Members discussed the special election which was in progress. The nomination period ended. The Elections Committee needs to provide a report on the ballot. The decision to extend the deadline of the voting process in order to give the Senate time to figure out how to conduct the elections. Members discussed collecting personal email addresses to keep classified staff in the loop about the Senate.

V. Committee Reports

- a. Accreditation S1 – Patti Brusca
- b. Accreditation S2 – Nicole Brown

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- c. Accreditation S3 – Leona Crawford
 - d. Accreditation S4 – Patricia Gill
 - e. ISPC – Chris Poole
 - f. SSPC – Vacant
 - g. BFPC – Vacant
 - h. Diversity – Vacant
 - i. Safety – Vacant
 - j. Grants – Caitlin Welch
 - k. Technology – Daren Koch
 - l. Marketing Committee – Ruth Leal
 - m. Completion Initiative – Pam Kollar
 - n. DBAC – Misty Griffin
- VI. CSEA Report – Andy Aldasoro/Trae Bell
- VII. Open Forum
- VIII. Adjourned at 7:30pm

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