



Purpose: The Norco College Classified Senate, a consortium of classified professionals, is a permanent employee organization and its purpose is to participate effectively and contribute to the well-being of the institution and education of its students. The Classified Senate provides a collective voice for the classified professionals in the shared governance process, excluding all areas of Collective Bargaining, in accordance with AB 1725, Title V 51023.5, Education Code 70901.1, and RCCD BP 2510.

Membership: Classified Professionals, defined as employees designated by RCCD to be classified employees excluding positions that have been designated confidential and supervisory. Of this general membership, one Representative from designated standing committees and councils and two Representatives from CSEA are the representative body of the Senate. Per the RCCD Personnel Handbook for Classified Employees, Section VIII.200: All classified employees of the District, as defined in the Government Code commencing with Section 3540.1 (SB 160), shall have the right to join organizations of their choice.

- Ruth Leal, Marketing Committee/Chair
- Leona Crawford, Accreditation/Secretary
- Arezoo Marashi, ISPC
- Patti Brusca, SSPC
- Misty Griffin, BFPC
- Patricia Gill, Diversity, Equity & Inclusion
- Chris Poole, Safety
- Caitlin Welch, Grants
- Vacant, Guided Pathways Workgroup
- Suzie Schepler, Technology
- Andy Aldasoro, CSEA
- Azadeh Iglesias, CSEA

Of the representatives, two Representatives are elected by the general membership to serve in the facilitating roles of Chair and Secretary. The Norco College Classified Senate general membership consists of classified professionals as defined excluding management, supervisory, and confidential positions, substitutes, short-term employees, consultants, professional experts, independent contractors and all other positions not designated in CSEA 535 CBA Article 1A, pages 3-9

Clarification of Tasks: The four pillars of the Classified Senate are: building a classified community, classified recognition, shared governance, and professional development.



1. Provide Classified Professionals with a formal voice in shared governance supporting the College's mission, vision and core commitments, and participation in the initiation, development, and evaluation of college policy, and procedures;
2. To provide communication, understanding, and mutual support among Classified Professionals;
3. To communicate Classified Professionals needs, concerns, viewpoints and recommendations on college issues and the workplace environment;
4. To articulate the professionalism of Classified Professionals so that they are properly recognized and valued;
5. Provide an opportunity to develop individual leadership among Classified Professionals, as well as increase the professional standards of its members; and,
6. Provide leadership in policy recommendations in innovation and professional development, excluding all areas that would require collective bargaining.

Next Steps:

- The college to acknowledge the relationship between the Norco College Classified Senate and CSEA as per the MOU Shared Governance Statement.
 - Per Monica Green, this will take place after her conversation with the Chancellor.
 - Written agreement (Monica will provide the draft)
 - Timeline provided by Monica
- The Classified Senate email account (classifiedsenate@norcollege.edu) to be re-instated for communication purposes.
 - This will be included as part of the written agreement
- The college to recognize classified professional's importance as a constituent group and the need for the defined role of classified as part of Title V 51023.5 in addition to the seats on committees. This is part of the college's core values of equity, inclusiveness, mutual respect, collegiality, and quality. This needs to be reflective on the Strategic Planning Structure.
 - The Senate will be in the structure (agreed to work together to figure out where the Classified Senate belongs in the Strategic Planning Structure)
 - Recognize that the Senate representatives and members are embedded as Tri-Chairs and committee/council members.
- The Classified Senate is provided time to meet during work hours to discuss college communications/committee information.
 - This will be included in the written agreement.
- The college's commitment to build a collaborative relationship with the Classified Senate and the classified professionals at Norco College.



- A regular standing monthly meeting with the president to open a clear line of communication and consensus building. Allow for discussion on items to be addressed effectively. Goal is to improve the college culture.

Notes on the Written Agreement:

- The college recognizes the Classified Senate as an affiliate organization of CSEA and the body designated to handle all shared governance matters. CSEA handles all contract bargaining.
- The college will provide one per month 2 hour meeting for the Classified Senate to hold a regular meeting. The Classified Senate agrees to schedule it not in conflict with any committee or council standing meeting on the calendar. Both parties agree to work collegially together to facilitate the scheduling, keeping in mind the constituent needs of part-time classified professionals and late shift workers.
- The college will provide a listserv for the Classified Senate, which includes an email address. The Senate agrees that the listserv will include all Norco College classified professionals. Other constituent groups will not be included.
- The college and Senate agree that no additional seats on college or district councils and committees will be provided to the Classified Senate.
- The college agrees to provide the Dean of Equity as a support liaison for the Staff Professional Development Committee in terms of funding and other support as need by the Classified Senate.