

DVC
March 13, 2014
Classified Senate
APPROVED MINUTES

Present: Ann Patton, Lesley Agostino, Gilbert Rocha, Sarah Boland, Lisa Brager

Absent: Chris Meadors, Wendy Holt, Scott Heiden

Guest: Peter Garcia, Heather Lee

Patton called the meeting to order at 9:30 a.m.

1. Approval of the March 13, 2014 Agenda:

It was MSC by all present and with no objections, to approve the agenda as written.

2. Approval of the February 27, 2014 Minutes:

It was MSC by all present and with no objections, to approve the minutes as written.

3. Public Comment – None

4. Announcements–

- a. Patton – Chancellors Chat is scheduled for March 28, classified are encouraged to attend. Patton commented that she would be meeting with the other classified senate presidents to work on an agenda for the event.
- b. Patton – Dinner Theater on March 28th, all staff, faculty and classified, are invited.
- c. Boland – AB540 Conference being held at DVC on April 5th. Classified are encouraged to invite students and the community to the event.
- d. Patton – went to the job fair last week and was pleased with the turnout. Boland stated that some students were interviewed and hired on the spot. She noted that overall there was a good response from attendees and employers.

5. Budget Plan – tabled for a future meeting.

6. College President's Report – President Garcia was present to inform the senate of current issues involving classified staff. Patton thanked Garcia for sending out the email last week regarding the many new hires and hiring's in process, she noted that the information was well received. Heather Lee questioned if Garcia could provide a further break down as to where these new hires were places, Garcia will follow up.

Garcia commented that there have been no further reductions and the college is currently replacing vacancies as they occur. He acknowledged that some areas are still working under normal capacity but at this time, restorations are not being discussed. He also noted that he is aware of the frustration that some positions are facing.

Lee questioned if the Hay study results would available soon. Garcia stated that at this time, there is no major update. The Hay group is working on releasing all classification studies at the same time, instead of just releasing them group by group and this is causing a delay. Garcia reiterated that the Hay study is not compensation based, but more of a study on job classifications and calibrating the positions to ensure the classifications are correct.

Garcia acknowledged that there is a level of dissatisfaction among classified and commented that those who have issues need to bring them through the proper channels (Local 1 or the Classified

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Senate) so they can be properly addressed. Lee commented that there are many issues facing classified and she gave a few examples of instances where she felt her role as classified was degraded. Garcia noted that these types of incidents need to be reported through the proper channels and he will follow up with management. Brager said that there is a conceived notion of “us vs. them” and is perpetuated by some classified. Agostino commented that it does go both ways in some situations. Lee suggested a sensitivity training might be something to look into.

Garcia noted that things cannot change or move forward without proper procedures and in keeping conversations “in the hallway” – nothing positive will happen. He encouraged classified to keep having communication with their senate leaders and he will ensure that he will follow up on some of the noted issues heard today.

Garcia also commented that the senate might want to move their meeting times to the afternoon, to encourage more attendance.

The senate thanked Garcia for coming to the meeting and for the open conversation.

7. CS President’s Report – tabled for a future meeting

Next Meeting Scheduled: March 27, 2014 9:00 – 11:00 a.m.

Patton adjourned the meeting at 10:35 a.m.