

educational officers in the matters of “shared governance” as defined by California Education Code. 4CS specifically represents and advocates for California’s classified employee, the largest group of permanent community college employees in the nation. Traditionally, students and classified staff, have the smallest share of input, respect and validation in the decision-making process. 4CS was formed as a direct result of the disproportionate participation permitted to the largest body of permanent community college personnel. Since faculty were given tremendous authority over eleven areas of academic and professional matters and the college administration is responsible for most of the decision-making, the classified employees were in desperate need for some kind of political and public advocate. 4CS is that advocate.

GOVERNANCE RESOURCES

The California Community Colleges Classified Senate (4CS):

Visit their website at: www.cccs.org

Contact the Board of Directors at:
www.ccccs.org/connected/contacts.html

The Community College League of California (CCLC):

Visit their website at: www.ccleague.org

Contact the Board of Directors at:
www.ccleague.org/boards.asp

California Education Code (Governance section 70900-70902):

www.leginfo.ca.gov/cgi-bin/displaycode?section=edc&group=70001-71000&file=70900-70902

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TO:

CALIFORNIA COMMUNITY COLLEGES CLASSIFIED SENATE (4CS)



PARTICIPATORY GOVERNANCE:

**RIGHTS &
RESPONSIBILITIES**

SENATES & UNIONS

ABOUT 4CS

GOVERNANCE RESOURCES

RIGHTS & RESPONSIBILITIES

What is shared governance?

Specifically, Education Code Section 70901(b) required the Board of Governors to adopt regulations setting "...*minimum* standards governing procedures established by governing boards in community college districts to ensure faculty, staff, and students the right to participate effectively in district and college governance, and the opportunity to express their opinions at the campus level and to ensure that their opinions are given every reasonable *consideration*..." shared governance, then, is a complex web of consultation and decision-making and responsibility that translates goals into district policy or action.

Classified Employees and Participatory Governance

In less detail, classified staff, referred to as "staff" are guaranteed the opportunity to provide input in all areas that affect staff, "...for staff participation in governance outside of the arena of collective bargaining." (Minimum Standards for Staff Participation in Governance, Board of Governors, California Community Colleges, September 13-14, 1990.) AB 1725 directs boards to provide opportunity for input, and ensure that the recommendations and opinions of faculty, students, and staff receive reasonable consideration. Moreover, it charges the faculty to assume a degree of

responsibility and active participation in shared governance not previously exercised, and it institutionalizes the roll of classified staff and students. Shared governance brings to institutions a total quality management model that includes all employees in the successful operation and accountability of that institution. This form of participatory government provides a unique model of governance that has resulted in the potential to serve institutions well.

Getting Involved

Participatory governance is a responsibility and classified senates/councils, and other classified governance bodies have eagerly risen to that challenge. The 4CS strongly believes that classified staff participation is essential in providing valuable information and input because of their expertise and experience. Classified staff are involved in every area of our colleges and are committed to the belief that input from classified staff, the people in the trenches, provide essential contributions to the institution's ability to make sound "educated" decisions with the best available information. It is also essential that support for participatory governance be recognized and practiced at the state level on councils, task forces and groups as well as at district/college levels.

SENATES & UNIONS

For more than ten years as many as 80 California community college classified

staff groups have experimented with classified senates -- professional participatory groups representing classified staff in organizational governance. Classified senates have supported the separation of governance and collective bargaining. Many classified unions have insisted that such participatory groups are not legal representative organizations and interfere with collective bargaining. This battle of philosophies has resulted in the passage of a bill introduced by a statewide classified union that set back the progress classified senates have made in participatory governance. Why was this bill introduced? The answers are numerous and riddled with disagreement and confusion: to protect classified staff, to protect classified unions, to damage classified senates, to expand the role of collective bargaining, to grant the decision-making role for classified staff to the few? Why? These answers and the difficulties of implementing a confusing bill are explored in the 4CS Resource Packet. For more information or to obtain a free copy of the 4CS Resource Packet, please contact your 4CS Area Representative or visit their website at www.ccccs.org.

ABOUT 4CS

The California Community College Classified Senate (4CS) is a volunteer organization that advocates, supports, and educates community college instructional, administrative and support staff, and governmental and higher