

CLASSIFIED FOR EXCELLENCE



CONNECTIONS

VOLUME 3, NUMBER 1
JUNE 2002

*A newsletter for the
Classified Senates
of the
California Community Colleges*

PRESIDENT'S MESSAGE

THE YEAR IN SUMMATION. . .

It is indeed an honor to serve as your 4CS president, as well as with the outstanding, committed members of your 4CS Executive Board. As a 4CS board member for a combined number of 4 years and involved in governance at my college for 11 years, it has been exciting and educating to be a part of the classified senate leadership at the state level. I know it will continue to be a pleasure working with all of you.



CARI PLYLEY
4CS PRESIDENT

The last year has been a difficult one on local, state and national levels. Attacks took place on local senate responsibilities, on community college state budgets, and on September 11. We have all struggled with our responsibilities, emotionally and economically, and it has been a difficult road. But our country and citizens are strong and we will carry on our commitments with conviction and resolve. We will remember who we are and what we believe in.

Last year your 4CS Executive Board labored tirelessly at the state level to defeat SB 235, a bill granting classified unions the right to make all classified committee appointments. Though this bill passed the legislature, 4CS was successful in seeing the bill through several edits, resulting in the bill's final form, which provides a process for continued classified senate participation in governance. An analysis of this bill is included.

The 4CS looks forward to getting "back to business" and advocating classified staff's role in governance at the local and state levels. Make sure to contact your 4CS representatives to update senate information and return update forms. We will also be recognizing outstanding programs created by classified senates. A new classified Senate Handbook is close to completion and this year the Classified Leadership Institute celebrates its 10th Year Anniversary! Your 4CS is looking forward to a positive and productive year, and remember . . .

"What lies behind us and what lies before us are small matters compared to what lies within us."

Ralph Waldo Emerson

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4CS Fact Sheet

Who We Are

- We Are Your Neighbors, Residing Throughout All Regions of California
- We Are Classified Staff as Defined by Section 88003, (1a) Ca. Ed. Code
- We Are the Largest Group of CC Permanent Employees – The Classified Staff
- We Are an Invaluable California Community College Information Resource
- We Are an Incredible Variety of Academic Expertise and Technical Skills
- We Are Significant to the Success of the California CC System's Students

What We Are

- California Community College Classified Professional Organization
- The Statewide California Community Colleges Classified Senate
- Shared Governance Organization of Member Classified Senates
- Organized with a Twenty-one Member, Volunteer, Elected Executive Board
- Advocate for Shared Governance within the Community College System

When We Meet

- Serving the Classified Staff and Community College System Since 1994
- 4CS Meets Quarterly- Twice in Northern/ Twice in Southern California
- Two General Membership Meetings- November at CCLC; June at CLI

Why We Exist

- Dedicated to the California Community College Student
- Represent Community College Classified Staff's Shared Governance Interests
- Support the Concepts of an Educated Community
- Assist the State's Governmental and Higher Educational Officials
- Promote Staff Development, Leadership, Growth and Sharing
- Support the Mission of the California Community College System

Where We Can Be Found/Contacted

- Communicate via phone, E-mail, Letters, website <http://www.ccccs.org>
- Co-Sponsor the Annual Classified Leadership Institute (CLI) with the CCLC
- Maintain the 4CS Web Site and Personal Contacts for Sharing Information
- Meet Regularly as an Executive Board and with the General Membership
- Participate in the Annual CCLC Conference
- Travel to California's Community Colleges and Senates to Share Ideas

4CS Mission Statement

The California Community Colleges Classified Senate (4CS), constituted as a voluntary membership body of appropriately recognized shared governance bodies, colleges, and districts which recognizes the value of higher education in the state of California, sees its mission as:

- √ Advocating the value and contributions that classified staff provide to the learning environment;
- √ Providing quality service to promote student success;
- √ Cooperating with other organizations in the interest of enriching the educational environment of the California Community Colleges;
- √ Serving as a liaison between the California Community Colleges senates;
- √ Promoting the participation of classified staff in shared governance at the state and local levels; and
- √ Developing and supporting classified senates at the local level.

The State of California and its Community Colleges are divided into five representational "regions" for the organizational purposes of 4CS membership and governance representation.

The five regions are named North, Bay, Central, Southwest and Southeast. Each region is divided into three "areas", for example North 1, North 2, and North 3. Each area has an Area Representative who serves as a liaison between 4CS and its members, the local classified senates.

YOUR 4CS NEEDS YOU!

Take a glance at our 4CS Directory and you'll see a number of vacancies on our Board. Participation on the 4CS Board is a very rewarding experience. If you are interested in representing your area please give Cari Plyley a call (530) 895-2590 or e-mail at plyleyca@butte.cc.ca.us.

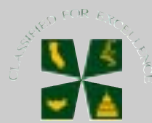
WHY SHOULD YOU PARTICIPATE?

Classified staff

- 1) have working, family and community interests in a effective and responsive community college system;
- 2) maintain a position of strong support for the educational goals and mission of the community college system and what its success means for our society;
- 3) work together with groups actively involved in the community college system in order to meet the educational needs of our students with quality service;
- 4) actively serve as another link between students, faculty, managers, administrators, Chancellor's office, and other related interest groups.



**4CS
EXECUTIVE BOARD
DIRECTORY**



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CARI PLYLEY**



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**NORTH 1
VACANT**
Butte College, College of
the Redwoods, College of
the Siskiyous, Feather
River College, Lassen
College, Shasta College

**NORTH 2
VACANT**
American River College,
Cosumnes River College,
Los Rios CC District,
Sacramento City College

**NORTH 3
VACANT**
Lake Tahoe Comm.
College, Sierra College,
Yuba College

**CENTRAL 1
MARY ANNE FRY**
San Joaquin Delta College



(209) 954-5045
mfry@deltacollege.edu

Columbia College,
Modesto Jr. College, Delta
College, Yosemite CC Dist

**CENTRAL 2
JULIE WHITING**
State Center CCD



(559) 675-4839
julie.whiting@scccd.com

College of the Sequoias,
Fresno City College,
Reedley College, Merced
College, State Center CC
District, West Hills

**CENTRAL 3
VACANT**
Bakersfield College, Cerro
Coso Comm. College,
Kern CC District, Porterville
College, Taft College

**BAY 1
BOBBY SNELL**
College of Alameda



(510) 748-2365
bobsnell@peralta.cc.ca.us

Chabot College, Chabot-
Los Positas CC Dist,
College of Alameda,
Contra Costa CC District,
Diablo Valley College,
Laney College, Las Positas
College, Los Medanos
College, Merritt College,
Peralta CC District,
Solano CC, Vista College

**BAY 2
VACANT**

Canada College, College
of Marin, College of San
Mateo, Napa Valley
College, San Francisco
City College, San Mateo
CC District, Santa Rosa Jr.
College, Skyline College

**BAY 3
VACANT**

Cabrillo College, De Anza
College, Evergreen Valley
College, Foothill College
Foothill-De Anza CC
District, Gavilan College,
Hartnell College, Mendocino
College, Mission College,
Monterey Peninsula College
Ohlone College, San Jose/
Evergreen CC Dist, West
Valley-Mission CC Dist.

**SOUTHWEST 1
VACANT**

Compton College, East
Los Angeles College, El
Camino College, Los
Angeles CC District, Los
Angeles City College, Los
Angeles Harbor College, Los
Angeles Mission College,
Los Angeles Pierce College,
Los Angeles Southwest
College, Los Angeles
Trade-Tech, Los Angeles
Valley College, Santa
Monica College, West Los
Angeles College

**SOUTHWEST 2
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Allan Hancock College,
Antelope Valley College,
College of the Canyons,
Cuesta College, Moorpark
College, Oxnard College,
Santa Barbara City College
Ventura CC District

**SOUTHWEST 3
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Cerritos College, Citrus
College, Glendale
Community College, Mt.
San Antonio College,
Pasadena City College,
Rio Hondo College

**SOUTHEAST 1
URSULA MORRIS**
Southwestern College
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umorris@swc.cc.ca.us

Cuyamaca College, Grossmont
College, Grossmont/
Cuyamaca CC Dist.,
Imperial Valley College,
Mira Costa College, Palo
Verde College, Palomar
College, San Diego CC
District, San Diego City
College, San Diego Mesa
College, San Diego Miramar
College, Southwestern
College

**SOUTHEAST 2
VACANT**

Coast CC District,
Coastline Community
College, Cypress College,
Fullerton College, Golden
West College, Irvine
Valley College, Long
Beach City College, North
Orange CC District,
Orange Coast College
Rancho Santiago CCD,
Saddleback CC District,
Saddleback College,
Santa Ana College,
Santiago Canyon College

**SOUTHEAST 3
VACANT**

Barstow College, Chaffey
College, College of the
Desert, Crafton Hills
College, Mt. San Jacinto
College, Riverside
Community College, San
Bernardino CC District,
San Bernardino Valley
College, Victor Valley
College

Keep this list handy.
Your Area Rep.
is just a phone call
or e-mail away!





2002 CLI SCHOLARSHIPS AWARDED

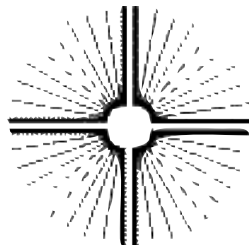
Congratulations to John Christensen of Contra Costa College, representing the North region, and Andre Harris of Southwestern College, representing the South region, on receiving the 2002 Classified Leadership Institute Scholarship. They were chosen from a competitive group of sixteen nominees representing fourteen different California Community Colleges.

These two outstanding Classified Leaders have been selected to receive the 2002 CLI Scholarship. They will be recognized during the opening banquet at the Institute on Wednesday, June 19, 2002. This scholarship, established in 1998, allows classified employees who have positive leadership skills and are actively pursuing leadership roles at their colleges to be recognized. The scholarship is intended to significantly reduce the cost of attending the Classified Leadership Institute.

Each \$500 scholarship covers the cost of attending the Classified Leadership Institute (\$395 for conference registration and lodging) with the balance to be used to offset transportation costs.

The Classified Leadership Institute will celebrate its 10th Anniversary this year from June 19th through June 21st at the Granlibakken Conference Center in Tahoe City, California. Registration for this conference is \$395 and includes lodging and most meals. If you are interested in attending you can download the registration forms from the 4CS website at www.ccccs.org or contact Cheri Savage, CCLC, at (916) 444-8641 for more information.

Scholarship nominations are solicited annually in January from every community college. Nominations forms are typically sent directly to the college president. 4CS will continue to provide this great opportunity for active positive classified leaders to benefit from the annual Classified Leadership Institute.



COMMUNITY COLLEGES FACE BUDGET CRISIS DON STRAUCH, ASSOCIATE 4CS REP



California community colleges face a “gray” outlook in the coming year. With Governor Gray Davis trying to balance a budget without the necessary financial resources, it has become obvious that our community college system is facing the brunt of his fiscal cuts. Take into consideration the upcoming gubernatorial election and the many special interest groups that contribute to Davis’s political campaign - well, you get the picture.

In his weekly updates, Chancellor Thomas Nussbaum urges all of us to be positive about the \$20+ billion deficit because, “...the magnitude of the shortfall is now so great that additional revenue streams (code for additional taxes and/or user fees) will have to be decided upon by the Legislature and the Governor.” However, this doesn’t look good at all for fiscal year 2002-03, because even if these new “revenue streams” materialize, they will come much too late to start flowing into coffers for spending. Available funds will have to be judiciously utilized beginning immediately on July 1st if the system is to stay afloat through June 30th, 2003.

The May budget revision gave a more insightful picture. In terms of the Proposition 98 Guarantee, the Governor is proposing to reduce expenditures in the current year (2001-02), where the Guarantee has been over-appropriated. By delaying apportionments to school and community college districts by 30 days, the districts can still receive the funds (without base reductions), but the funds can be counted for purposes of the Proposition 98 Guarantee for 2002-03. In terms of the community colleges budget, the May Revision shows a \$109.3 million reduction for 2001-02, and a \$115 million increase for 2002-03.

Various strategies have been explored where funds could be shifted around, a little from here and there to cover some of the shortfall in other programs. Trying to reallocate finances typically causes animosity and suspicion among those who have to deal with it. This usually results in backbiting, with the premise being that “If you can afford to give up some of your money, you must have had too much all along.”

The most significant cut that will directly have an aversive affect on Classified staff is in the Staff Development area. Governor Davis proposes to completely eliminate staff development funds. Imagine the repercussions this would have on providing up to date training for support staff who must maintain state of the art job knowledge and technology. In addition, if those responsible for administering community college programs and the faculty who teach current and future curricula do not receive continuous updated data and training to keep them current, the community college system could get so far behind the power curve it would never be able to catch up.

Chancellor Nussbaum urges us to remember that any cuts in the system budget will negatively affect both student access and student success. We need to continually communicate that message to Governor Davis’s administration and to every member of the Legislature. Remember, this is an election year! Your voice will be heard!



SCCCD CLASSIFIED PROFESSIONALS . . . LOOKING FOR THEIR CHEESE

JULIE WHITING, 4CS CENTRAL 2 AREA REP

State Center Community College District hosted its Second Annual Classified Professional Development Conference on Tuesday, March 26, 2002. The district wide professional development committee made up of classified leaders from across the multi college district has put together an outstanding program of professional and personal development opportunities for the classified employees at State Center.

Time for a



Change

This year's conference "Where's the Cheese" focused on identifying and meeting the challenges associated with change. Over 300 employees were in attendance for the day of speakers, workshops, interactive sessions, networking, and overall positive reinforcement of their organizations dedication to providing opportunities for growth.

The annual conference is just one component of the four-strand professional development program developed by the classified professionals at State Center.

√**Strand One** is Technical Training- featuring a series of on-site technology trainings, classified senate sponsored mini trainings, free classes at the SCCC Training Institute, and other district sponsored training sessions.

√**Strand Two** consists of Educational Cohorts developed for staff to work together toward degree completion- the program currently consists of an AA weekend college program and a Masters Degree program in Education Administration through California State University Fresno. A Bachelors degree completion program is currently being developed as well.

√**Strand Three** is the annual conference highlighted above.

√**Strand Four** is titled Leadership State Center. This component of the program began as a leadership development opportunity for the current classified managers in the district. It has proven extremely successful and the second group to benefit from Leadership State Center is currently being nominated and selected.

Visit their website at www.scccd.com to learn more about the exciting programs and professional development happenings at State Center Community College District.

SB235 PANEL HIGHLIGHTS EFFECTS OF NEW LEGISLATION

CARI PLYLEY & JIM WILSON



California community college classified staff are an integral segment of the community college system. 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 SB 235, 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? We will explore the answers to these questions at the 2002 Classified Leadership Institute.

The 2002 CLI will feature a panel discussion on the impact being felt by the passage of SB 235. Several classified employees from across the state will provide information on how this legislation has affected shared governance on their campuses. The panel members come from colleges going through different experiences and will be a valuable resource to classified employees and colleges searching for the best way to resolve these issues.

A complete analysis of this issue is addressed in the position paper, The Issue Before Us, available at the CLI or from one of your E-Board representatives.

Quiz

AMERICAN MOTTOES

How well do you really know the following mottoes and what they mean?

1. **E Pluribus Unum**
2. **In God We Trust**
3. **Life, Liberty and the Pursuit of Happiness**
4. **We, the People . . .**
5. **Mind Your Business**

(answers on page 6)





JUNE

- 18 4CS Executive Board Meeting
- 9-20 Classified Leadership Institute
- 21 4CS General Meeting
- 20 Consultation Council Meeting

JULY

- 12 CCLC Meeting
- 18 Consultation Council Meeting

Answers to American Mottoes

1. A Latin phrase meaning, “From many, one.” It appears on the Great Seal of the United States. Ironically, it may have come from the British Gentlemen’s Magazine, popular in 18th-century America. Congress adopted it in 1781.
2. First used on U.S. coins in 1864, during the Civil war. It was once dropped, but then later restored by Congress.
3. Three of the “certain inalienable rights” outlined in the Declaration of Independence.
4. The opening of the Preamble of the U.S. Constitution.
5. The first motto that appeared on U.S. coins.



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