



Classified Senate Meeting Minutes – Thursday, October 24, 2019

1:00pm-2:00pm
Building 3, Room 142

Members Present: Marisol Quevedo, Alex Claxton, Dina Zidan, Jeanne Stalker, Allison Hughes, Edith Flores, Vera Quijano, Jonathan Wax, Julie Hong, Maria Lara, Roslind Young, Ariela Villalpando, Kathy Kohut, Manasi Devdhar-Mane, Chantal Sosa, Diana Espinoza, Yesenia Haro, Sarah Cortez, Nick Carr

Guests: Maurice Goodman, Erik Christianson

1. Review & Approve Minutes:

- 4/25/19—Jeanne made a motion to approve the 4/25/19 minutes, Jonathan second. Alex, Maria and Dina abstained. Minutes approval passed unanimously.
- 5/9/19—Dina made a motion to approve the 5/9/19 minutes, Roz second. Alex and Maria abstained. Minutes approval passed unanimously.
- 9/26/19—Jonathan made a motion to approve the 9/26/19 minutes, Roz second. Minutes approval passed unanimously.
- 10/10/19—Jonathan made a motion to approve the 10/10/19 minutes, Dina second. Alex and Jeanne abstained. Minutes approval passed unanimously.

2. General District Q&A Discussion w/ Maurice Goodman

- Maurice thanked all those in attendance for being here. He's been happy to attend these session because of everything that's been going on in the District. His goal is to empower all of us to hold the Board accountable.
- Jeanne let Maurice know that people are afraid of retaliation if they speak up, so people are welcome to send their questions and comments to Jeanne and she will bring them forward. Maurice said that people can also reach out directly to him if the usual chain of command isn't going to work for them for whatever reason; someone will listen to you.
- Question #1: How would the Board of Trustees know if any of the records disposed of, after the Board meeting of July 25, 2018, where it was recommended to the Board, to approve the destruction of the obsolete records, may have been relative to the current DA investigation?
 - i. Maurice Goodman: We have servers and back up records that would be available if needed for the investigation.
- Question #2: Has there been a traffic study to assist with all the "new" members coming to the new Building 1 as well as to the proposed CSU? As a Redwood City resident, I am very frustrated with the traffic as it is! I voted for this bond measure believing it was going to benefit "Cañada Students", what percentage will remain academic and what percentage will for public use?
 - i. MG: The second part of that question is still up for debate, but the Board feels a sense or urgency to answer that question. We will be addressing Building 1 questions at the next Board meeting, which will be either 11/6 or 11/20. We haven't had a traffic study done, but that question can be addressed at the November Board meeting.
 - ii. Jeanne: Construction said that there will be no changes once the foundation has been poured.

- iii. MG: Foundation won't allow for vertical changes, but there can be changes to the management and use of space. As the brother of a former Cañada athlete, he doesn't want students to be passed over for SMAC members. Students should be the priority.
- o Vera: Jerry Hill said that we are becoming CSU Silicon Valley, is this true?
 - i. MG: That would be news to me. Senator Hill is very enthusiastic, but he's also on his way out of office. The model would be 2+2, so it won't be Cañada becoming a CSU and the campus won't become a CSU campus.
 - ii. Maria: We used to have a University Center, but our former Chancellor said this was a possibility.
 - iii. MG: He's no longer our chancellor and the Board will take action if things don't align.
- o Question #3: What do I need to do to get a 100,000 dollar pay raise over 5 years? Below is an example one of the Vice Chancellor pay from Transparent California for the past 6 years: (posted on the Classified Senate Website).
 - i. MG: The Board did approve this based on recommendations from our former Chancellor with the support of HR. The Chancellor can recommend a raise or a title change, 'sell' it to the Board and the Board can support it based on that information. The Board has begun taking a harder look at this and how it happens. One Trustee wants to put a moratorium on administrative raises and reclassifications. If that salary hadn't changed in that way, how many Classified salaries could have been positively affected? Many administrators also negotiate 'golden benefits' in their contracts, which entitles them to benefits as if they've been with the District for 40 years, when they've only been here 10. Board says that this has to stop and they're doing an assessment of this.
- o Question #4: The commitment from the Board was to implement the Promise Scholars Program at each of our colleges, a replication of the CUNY ASAP model. In the Spring of 2019 the Director of Promise Scholars Program was posted for Cañada, and then pulled. It was replaced with what is now posted as a Director of High School Transition and Dual Enrollment. How does this job's duties and responsibilities, with no mention of the Promise Program, impact all of the work that has been done over the past two years developing and implementing the Promise Program?
 - i. MG: That's a question for the President, and the president can direct that question to the Chancellor.
- o Question #5 (Building 1, Q1): Have any financial commitments been made with Team EXOS in connection with the design of the Cañada College KAD Building? Where is a copy of the contractual agreement between Team EXOS and the San Mateo County Community College District?
 - i. MG: I don't have that answer, but I will get that to you.
- o Question #6 (B1Q2): Has a cost/benefit analysis and union impact analysis been done by the District, considering conflict/competitive issues in education services, janitorial services, clerical services, and facility usage conflicts for students taking classes and for non-profit community availability of the building?
 - i. MG: No.
- o Question #7 (B1Q3): Why is all communication with the Measure H Bond Oversight Committee through Mitch Bailey? With no contact information available for the committee members how do community members can contact the Measure H Bond Oversight Committee since so few meetings have been scheduled.

- i. MG: Mitch is the communication person for the District, so I would assume that's why. There should be a website for the bond committee, a means to communicate with them and regular meetings, that's required by law.
- o Question #8 (B1Q4): Does the Measure H Bond Oversight Committee have all the information about the plan for 9,000 membership use of the Cañada College KAD Building? Has this plan been communicated to the Redwood City/Woodside community/voters?
 - i. MG: The Bond Oversight Committee tends to deal with things like that after the fact. If you'd like things like this addressed ahead of time, bring it to a Board meeting.
 - ii. Jeanne: Karen Schwartz told the Board in a recent Board meeting that there was a small group of disgruntled employees at Cañada who were raising questions about Building 1. It wasn't, it's actually all of us. Lisa Palmer pointed out that the way the building is turning is not what was expected at the start of the bond and Karen Schwartz agreed saying that if all the details were in the bond language from the beginning, it probably wouldn't have passed.
 - iii. MG: There is a similar situation happening at Skyline regarding building 12. It's not exactly the same, but similar concerns are being raised there too.
 - iv. Jeanne: Is EXOS running that building too?
 - v. MG: No, that's Pacific Dining.
- o Question #9 (B1Q5): Why have millions been spent for the roof design recreational area that could have been used for educational activities?
 - i. MG: There was a plan that was approved by the Board. There was a committee that made the recommendation. I'm not sure how much functionality was considered.
 - ii. Dina: There are going to be projectile sports up there that might interfere with other activities, can we change that?
 - iii. MG: We might be able to change it for a price. It might not be practical, but we can discuss that. The response might be that you've had your opportunity when it went through governance, but the layout is more practical to change than the structure.
- o Question #10 (B1Q6): Can a Management Firm provide the same educational classes without accreditation alongside the accredited courses offered by Cañada College, a public educational institution?
 - i. MG: I'm sure it can be done. Can it be done with the same intentionality, probably not. It would be preferred for our programs to be offered by Cañada, and not the enterprise. Not sure what the plan is, but we can learn from what we did with SMAC.
- o Question #11 (B1Q7): Why is a for-profit facility necessary when the college is now funded by property taxes, which rose 7.1% to \$238.8 Billion?
 - i. MG: Because we know that we're not always going to be community funded with Basic Aid. That could change. We are a declining enrollment college. But that's not what the tax payers voted for.
 - ii. Nick: The building is being designed to sell memberships, rather than to teach classes. It's built into the business plan that there will be members who don't actually use the building, which goes against our mission. Which is hard because we weren't consulted on the design of the building. Profit won't make a difference if we lose Basic Aid, so it makes it hard to see the viability.
 - iii. Maria: We've been hearing once the building is done, everyone will be happy. No one has ever said that we don't want a new building. We are all actually excited for our

students to have a new gym building. We have issues with the design and how the building will be used. Tom Bauer always talks about how the profit from SMAC has been applied, but do we need that money just to sustain the building?

- iv. MG: As an administrator, you have to have tough skin. Our energy needs to shift to what can we do with this space now. We need to make it clear that this is not our vision, it might have been one person's vision, but it's not ours.
- v. Nick: We might need the enterprise, but students should never have to pay for membership.
- vi. MG: We should be clear about what our demands are. We do need to make it clear what we want, like making our students' access a priority.
- vii. Jeanne: This is our campus. That building is ours, not EXOS'. For four years as a Classified Senate officer, I've seen things go through outside of governance and KAD hasn't seen the floor plans until the recent meeting with the rest of the campus.
- viii. Vera: I've been with KAD since 1999. I've been in Redwood City for 50 years. I love it here. But since Anniqua left, we've reported to four different VPIs, but we're still not being communicated with. It's been happening due to people leaving positions, but it's still happening now. We're seeing the same issues with footage of the building that we had in 2016. There isn't a system to resolve these issues, if there was, that'd be great, but there's not. Things have changed. Michelle Marquez decided on bleachers for 80 students, but now that's causing a compliance issue. We're not getting the support, and we've been fighting, but we're not being heard.
- ix. MG: Come to the Board and get the Board to commit to a list of non-negotiables. If you want students to have free access, etc. Brainstorm what you want and put it all together. And ask them to work towards it, but bring these ideas concretely and ask for their commitment to it. This is a concern from our community. And invite members of the community, faculty, staff, etc. Stand up for each other and be a united front. The Board works for you and we are here to do the work of our community.
- o Question #12: Jeanne: Managers are now serving on hiring committee from the first meeting and people now feel like it's not even worth serving on the committees because a choice has already been made.
 - i. MG: With the turnover in administration, this is one thing we are looking at. To work on building back our trust, that's been lost. We are trying to hear from all of you and address things what we can now, but some more challenging things will come later too.
 - ii. Maria: What do you even say to an administrator who makes it clear what they want to do by forwarding someone?
 - iii. MG: We want you to focus on us and hold us accountable. We have to set the tone and create an environment of trust so the Chancellor can trust their people, and so on. I'm not sure how we got here, but hopefully we can rebuild and that will trickle down.
- o Question #13: What is the timeline of the CSU Study?
 - i. MG: The study was approved recently, so once it's completed a recommendation will be made. But we are years away from that. Jerry Hill says he would love for it to be here, but that doesn't mean it will be.
- o Question #14: The unions presented the contracts at a recent Board meeting, what did you think? What did you think about CSEA recommending a moratorium?



- i. MG: The Board feels the same way and that request aligns with the Board. The Board has been trusting the recommendations from the past Chancellor because they didn't want that person to feel like they didn't have the trust of the Board. But the Board believes that they may have been played and they don't want that to happen anymore. We are now working on creating processes to make these processes more transparent and asking more questions ahead of time.

3. Classified Position Prioritizations

- In the past Classified Senate has not prioritized position proposals for Classified because we believed that all positions are equally needed, but at our last meeting it was proposed that we revisit this position and consider prioritizing positions again. Currently, Academic Senate prioritizes faculty positions.
- Alex: It's not necessarily apples to apples, because faculty also have to take into account filling classes.
- Dina: Maybe we can also look at previous program review to see how many times a position has been requested.
- Julie: Have we kept track of which approved position were actually filled?
- Jeanne: They said that we have to re-submit a position if it was approved, but not filled.
- Maria: Maybe we should add a field to the request form and that asks if this position has been requested before.
- Julie: Were positions that were approved but not filled notified that they need to request the position again?
- Jonathan made a motion to start prioritizing positions and find out about the follow up process. Julie second. Motion passes unanimously.

4. Public Comments

- Debbie Joy will serve on the hiring committee for the President's Executive Assistant.
- Roz Young will service on the hiring committee for the Dean of Science & Technology.
- The Technology Committee Survey is live and available on the Technology Committee website, please complete it.
- 11/1: Cañada Colt-ivate and Comfort Event—there will be good food for lunch and it will be a chance to spend time together. It will not be a meeting.
- Mario Peña has 49ers tickets to raffle off for scholarship fundraising, so please participate when that gets announced.