Classified Staff Association
Minutes from our meeting with the President
Wednesday, April 26, 2006
10:00 a.m.

Those attending: President Lee Caldwell, Sheila Cannon and Darwin Gifford.

We addressed our concerns about some supervisors not allowing classified staff to participate in or run for office in our association. The President asked us to contact Pam and ask her to draft a letter to the supervisors, encouraging them to allow their employees to participate in this worthwhile cause. We have official roles and responsibilities on the college council, as well as at the college itself. Therefore, participation is crucial in this association. Sheila drafted that request on Wednesday, May 31, 2006.

The grounds crew is concerned about the possibility that new personnel will not be hired in their area. They also had issues with workload. The President mentioned that no new staff positions are currently being created, only for faculty. He also said that some staff positions are combining responsibilities in order to help with the workload. He reiterated that staff retention and equity will be addressed within the coming year and possibly beyond. We have hired a consultant that will help with these issues. The staff associations will also play a crucial role in this process.

The President stressed that the faculty is at 80% of equity; therefore, keeping new staff positions down should repair faculty retention and bring their equity up to 100%. He also stressed that the legislature needs to fund the college appropriately in order to hire for any new position or provide compensation for current employees. He stressed that we need more faculty and less adjunct instructors. Our adjunct faculty ratio is 51% and this should be lower than 40%; therefore, 30 to 40 full-time faculty members must be hired to reduce the current ratio.

We asked the President about the reclassification process, as we have many concerns with this issue. He mentioned that the reclassification process is viewed as the only path to increase salaries and change job descriptions. However, he stressed that we need to change our mindset, as an education is the only way to advance ourselves within any job. He stressed that each of us needs to 1) develop our potential, 2) try to understand the system, and 3) get an education or training. Our current reclassification system is very narrow with narrow ranges for advancement; therefore, as mentioned previously, in the future he encourages a broad banding system, which allows for wider bands and ranges. It also increases retention and morale. As part of the consulting process, all of our job descriptions must to be brought up to date. He reiterated that he is willing to fight for money to fund our concerns, but there is a process involved.

We thanked the President for meeting with us.

The meeting was adjourned at 10:45 a.m.