



California Classified Employees

Top 10 Points of Information

by
California Community Colleges Classified Senate (4CS)

1. There are **more than 14 California Classified Bargaining Units** (Unions) in the state. However, there is no one union that represents the needs of all Classified employees. Furthermore, there are none that represent all Classified employee concerns or their representation in shared governance.
2. **CA Education Code** (Section 70901(b)(1)(E)) 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*..."
3. **Title V - Section 51023.5**
 - Governing board adopts policies and procedures that provide staff opportunity to participate effectively in district and college governance.
 - Formulation and development of policies and procedures, and processes for jointly developing recommendations that have or will have a significant effect on staff.
 - Board shall not take action on matters significantly affecting staff until the recommendations and opinions of staff are given every reasonable consideration
4. **AB1725** states that Classified can organize themselves into an employee participation group, or classified organization, developed to support the vision and mission of community colleges; coordinating classified participation in governance by increasing classified education, knowledge, and communication to allow classified to participate effectively in governance.
5. **SB235** states, "A local governing board may consult with other organizations or classified employees on shared governance issues that are outside the scope of bargaining."
6. The majority of College Administrations (over 75 of 112) already support Classified Senates.
7. Many local unions (or chapters) work effectively with their Classified Senates.
8. A Classified Senate mission has many of the same components as an Academic Senate mission, including:
 - Participate in "participatory (shared) governance" issues on campus.
 - Be a member and have a voice on the campus executive council.
 - Communicate information to members.
9. All Classified employees are able to request Leadership or Participatory (Shared) Governance training from the statewide Senate organization, 4CS.
10. Colleges with Classified Senates make better decisions by leveraging the front-line expertise of classified staff. This enables the colleges to enhance institutional effectiveness to maximize student success and increase certificate and degree completions.