

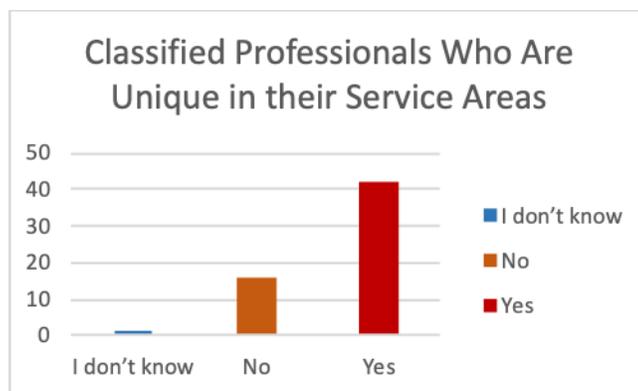
Classified Senate Proposal to C&C Council (3/5/2021)

Problem Statement:

Foothill's redesigned governance structure has expanded the participation of classified professionals. Each of the five councils includes three classified members, one of whom is a tri-chair. Furthermore, the facilitator role is often filled by a classified professional. While Classified Senate and classified employees appreciate their seats on governance councils, these expanded roles began during a budget reduction period. Retirements, position eliminations, and reorganization of units in recent years have combined to increase the workloads of the remaining classified professionals at Foothill. Governance participation—voluntary in nature—needs to happen during the work week, mostly on Friday, yet classified professionals are not allowed to claim any overtime for their voluntary service on these councils. To serve, therefore, forces a decision to displace job duties that are quite often focused on serving students and doing the equity work to which our college is committed. This decision, which must be negotiated between a classified professional and their supervisor, creates interpersonal conflicts and strains departments that are already operating with the fewest number of staff possible. The problem is clear: classified professionals, a group of workers already stretched too thinly, are being asked to absorb additional responsibilities without adequate compensation for the extra work or the disruption to their departments.

Supporting Evidence:

1. In 2019, classified professionals represented 16.21% of Foothill College's labor force, according to the [CCC Data Mart Faculty & Staff Demographics Report](#). The state average is 29.63%. This means that Foothill College ranked 113th out of the 115 community colleges in California in 2019. Only Woodland College and Compton College ranked lower. No subsequent staffing data has been reported.
2. Classified Senate sent out a survey asking classified professionals whether they are unique to their department or service area. 59 people responded. Of those 59 people who responded, 42 of them reported being unique to their department. That's 71.2%.



3. Staff and faculty work weeks are structured differently. Faculty are not asked to leave their classrooms or counseling sessions to serve on councils. In fact, councils meet on Friday to avoid this very thing. However, classified professionals do need to leave their interactions with students to serve on councils. This conflict between serving students and serving on councils during work hours strains classified professionals and their departments.
4. While classified professionals are allowed to claim *Compensatory Time*, the leave balance has a limit of 96 hours. As a form of compensation, it is a leave balance that few people actually use, considering their workloads and considering that no one else in their departments can backfill their work. Furthermore, it's non-pensionable income that does not count toward retirement. Offering a form of vacation time—which is difficult to schedule—is neither sufficient nor commensurate compensation for the demands of governance service. *Compensatory Time* is not reflected in the college budget that drives hiring yet is truly needed to fulfill the work hours requirements of classified professionals, a unit that is woefully understaffed when seen through the CCC Data Mart Staffing lens.

Proposed Solution(s):

To address the conflict that governance council participation creates for classified professionals, their departments, and their supervisors/managers, Classified Senate is proposing that Foothill College establish a budget to compensate departments for any overtime expenses associated with the participation of employees on governance councils and the study groups they form, which would ultimately empower and enfranchise classified professionals in Foothill College governance.

Potential Consequences of Inaction:

If Foothill College values its small-yet-mighty group of classified professionals, it will show them with its budgeting practices. If it does not, classified professionals *could* opt to work to their contracts and not assume these voluntary governance duties, which are not formalized in the classifications, themselves. This is not a desirable outcome for classified professionals. Therefore, Classified Senate is requesting Foothill College provide classified professionals with the appropriate support and accommodations, as needed, to enable them to participate in these voluntary governance duties. Labor distribution data proves that classified professionals at Foothill College are already a very small unit—relative to college size, one of the smallest in the state—who are mostly one-of-a-kind in their departments (based on the CS survey results). The addition of voluntary governance service, when it must be juggled along with our regular job duties, is currently an unacceptable burden.

