

Upcoming Events



- **December 6th-** Governing , Board meeting at 4 PM in LRC 438 or via zoom.
- **December 7th,** 2022-CCE San Marcos Open House
- **December 6-8th** CCE Holiday Cheer at the Centers
- **Dec 15th-** Noche de Cultura

CCE President's Message:

In early November, you received an update about the classified professionals' conference we attended, themed Aspiration to Action. In the update, we mentioned all the workshops we attended and legislative updates that impact classified professionals state-wide. One of the best things was hearing updates from Presidents of different Locals about issues that allowed them to organize and to hear about their wins. Listening to their triumphs and struggles made me feel that many of the problems we are experiencing are the same up and down the state, such as staff shortages and workload issues. However, it also made me realize how fortunate we are to have such a strong union and how far we have come.

As one of our CFT siblings reported the success of adding one more step to their salary schedule, totaling six steps, and some others reported that they only have three steps, I was grateful that we have 25 steps in our salary schedules. As we heard which colleges had successfully negotiated the COLA and the different percentages, it was clear that our pass-through COLA would be something we must continue to fight for in years to come. One of the most critical agreements reached concerning compensation during the last year is keeping the COLA in our contract. Our pass-through COLA is something CCE is very proud of, as this is a unique benefit that many other community college districts throughout the state do not have. In the last two years alone, we have received over an 11% salary increase in COLA, and if you are new to Palomar, you will be happy to know that in the first five years, the Step increases are 5% each year!

How far we have come is not just about money alone. Many of us who have spent 10, 15, 20 plus years at Palomar may forget the real world. We are one of the few colleges that still have an option for benefits fully paid by our employer. Twenty-six paid holidays, release time to participate in shared governance, professional growth, and new language in our contract to address workload are just a few of our working conditions to reflect upon and be thankful for. As you read through this news letter and see all the CCE activities that serve our students and community and read about the classified professionals leading councils on shared governance, I hope you are proud to be classified strong!

I thank our COPE chair Jeannette Garceau, volunteers and PFF, who have spent countless hours writing postcards, putting up signs, phone banking, and canvassing union households. Although not all of our endorsed candidates won, what we accomplished together will benefit Palomar College in the short and long term. I hope folks can reflect on how monumental Judy Patacsil winning her race. Our joint hard work kept an extremist from bringing his dangerous, anti-equity perspective to our Governing Board.



Finally, I wish everyone a happy holiday season, a healthy new year, and a restful break so that you may come back invigorated with newfound energy to continue to serve our students and our community.

Fall 2022 CCE Recap

Just like that, Fall 2022 will come to a close in a few weeks. Here is quick snap shot of what your union has worked on this Fall 2022.



CCE members showed team spirit at Comets vs College of Canyons @ Escondido H.S



CCE co-sponsored meet and greet with governing board candidates @ Cocina del Charro



E-Council members attended CFT's Classified Conference in Los Angeles & met fellow classified from throughout CA.



COPE members and volunteers helped to canvas and phone bank for CCE-endorsed candidates.



Supporting Veterans with food drive to provide ready to eat items at the Veterans Center.

Your union has been working diligently in representing you in different facets of Palomar College. We are honored and proud you have entrusted us, your E-Council, to allow to be your representatives. However, we can't do this alone. We need you. We need your voice and your presence.

CCE Past Events Photos



SHARED GOVERNANCE: Fall 2022 Report Highlights

CCE Representatives serving on Palomar's shared governance councils and committees. report regularly on their meetings. The following is a selection of fall meeting highlights

The Equity, Education, and Student Success Council added the Chief Diversity Officer as a member. The Council heard reports on the name change of the Math Center to the Math and Science Learning Center and the Transitions Program changing its name to align with the State Rising Scholars Program. Work groups were established to review the student EW petition process and to review and improve the priority registration process. Palomar's new Equity Plan has been drafted and is being presented to Councils.

Classified representative Kelly Helming was elected co-chair of the Employees, Community, and Communication Council. ECCC meetings have focused on reviewing the EEAO Committee updates to AP 7120 on recruitment and hiring. Discussion included hiring committee composition, the need for clearer terms and transparency of processes related to acting vs. interim positions, and clarification that faculty hiring processes are now outlined in new AP 7120a, which moved to the board through Faculty Senate last spring. Classified members requested a presentation on district processes for onboarding, training, job satisfaction, retention and exit interviews.

The Institutional Effectiveness, Planning, and Fiscal Stewardship Council approved a tri-chair structure with Tri-Chair Michelle Tucker representing classified staff. The Council has worked on changes to AP 2510 that include a "User Group" proposal, which requires gathering feedback from employees before changing policies and procedures. Because areas are often too short staffed to implement proposed changes, classified representatives have stressed the importance of reorganization and getting more staff hired in order to effectively move plans forward.

The Infrastructure and Sustainability Council discussed the need for onboarding process to provide technology training. **Technology Master Plan Subcommittee** is addressing the need to improve information technology security on campus including increased outreach on the importance of cybersecurity mechanisms (such as multi-factor authentication). The **PD Committee** has been developing DEIAA training modules to meet district-wide requirement of AP 3000. CCE negotiations team is looking at release time for mandatory PD.

The **Behavioral Health and Welfare Committee** discussed post-pandemic return to face to face interaction and the impact on students as well as the strain on classified staff with the increase of job duties, uncertainty of job roles, supervisors, adjustments to a hybrid normal. The **Campus Police Committee** discussed multiple vacancies in the Police Department. The committee was reminded that the district has a strict "no weapons" policy, including tasers, pepper spray, and other non-lethal weapons. Chief Moore reported attendance at several community outreach and training events. PCPD is looking at the acquisition of body cameras. Requests were made at the **Safety and Security Committee** for additional campus police presence and better lighting around campus. Chief Moore is working with Facilities to correct the issue, although getting security cameras installed has been delayed by supply chain and funding issues. **Safety and Security** also discussed a Naloxone (Narcan) distribution project and increase in Worker Comp claims due to areas being short-staffed, highlighting the need to prioritize hiring.

The **Budget Committee** set a goal of explaining budget and processes for allocation via district-wide training. The Board may be changing the mandatory "reserve" to 16.67%. FCMAT recommends a ratio of 15/85 for either Total Compensation/Total Expenditure or Total Compensation/Revenue. The **Benefits Committee** reviewed the ratio for FY 2022 ended as of 06/30/2022 and the ratio projected for FY 2023. Classified representatives mentioned that staff shortage impacts project execution and implementation of new goals.

The impact of staff shortages across the district came up in several meetings. One way to address this issue is to sit on hiring committees and serve as compliance officers. Please sign up for training if you haven't already, and volunteer when there is an opportunity to serve.

Know your contract:

15.4 Special Closure Holidays

Classified employees shall be granted time off without loss in compensation on any scheduled workday which falls during the period December 24 through January 1. The period of time, December 24 through January 1, includes Admissions Day.

Admissions Day cannot be used in lieu of another workday outside of December 24 through January 1.

Work Wellness



Notice the Good

Take 5 mins. and call to mind all that is good in this moment.

Think of what you love about your job. notice when your mind wanders, and refocus on what is going well.

Hand-made Bracelets for sale.

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Members: Do you have business/service to promote?
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