



AFL-CIO
**STRONGER
TOGETHER**

Contract Ratified!



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On September 20th, seventy-four ballots were cast and the CSEA contract was approved with seventy-three YES votes, and one NO vote. Our negotiations team made up of Jason Thornell, Mary Saragosa, Loren Mindell, Carlos Macias, and Liz Auchincloss, worked with our Regional Labor Rep Mark Moore and the district for over a year to reach this new contract agreement.

Prior to the vote, changes to the contract were sent to the bargaining unit via email. One of the most notable changes to the contract is Article 6, which gives CSEA re-openers for the 2019-2020 COLA and 2020-21 salary increases. The equitable treatment/me too clause was strengthened. The district will also fund the lowest cost 80% health care plan each year. Another change is the revision of Article 17 that will allow CSEA unit members to work as part-time faculty.

On Thursday, October 10th, the SBCC Board of Trustees voted to ratify our new CSEA Contract. The vote from the SBCC Board was unanimous.

Let's recognize the hard work and efforts of our negotiations team on maintaining our current salary/benefits, negotiating salary increase re-openers, and offering members ways to earn additional income and grow professionally.

Staff Spotlight



Photo Credit: Regina Reese

Kelvin Mason Custodian, Facilities

My name is Kelvin Mason. I am originally from Plainfield, NJ but spent most of my adult years living in Newark, NJ after serving in the military. I relocated to Santa Barbara in January 2012 and enrolled as a student at Santa Barbara City College as a Transitions student. After meeting with Noel Gomez and Marcia Clark (Retired) in the EOPS Department, I decided to become a Law and Society major.

As a student, I had the opportunity to work as

a Peer Advisor in SBCC's EOPS department. I also had the opportunity to work for Dr. Luis Giraldo as an Event Programming Assistant with the Equity and Inclusion Initiative. In January 2018, I was hired as a Custodian in the Facilities and Operations Department. I really enjoy my job at SBCC because it allows me to give back on a daily basis to the school that afforded me so many opportunities to learn and grow.

For fun, I enjoy listening to music and watching sports. My favorite teams are the Dallas Cowboys and New York Yankees! I would love to see a Cowboys game at AT&T Stadium in the near future. In my free time, I like to BBQ and spend time with family and friends.



Attend a Chapter Meeting

Your voice is valued and your participation is important.

Chapter meetings are open to all classified staff. However, only CSEA members can vote. We encourage everyone to attend.

Meetings are at 12:00pm Noon to 1:00pm on the third Thursday of every month. Please join us at our next meeting!

Upcoming CSEA Trainings in SB County

There are several CSEA trainings in the Santa Barbara area where classified staff can learn about becoming a Site Representative and/or a Union Steward. The list of course offerings is always being updated so to get the most current information, visit the CSEA Training directory here: <https://www.csea.com/web/Training/CSEA-Training-Directory>

If you have specific questions about the Site Representative and/or the Steward trainings or to register, contact Laurie Klempner at (818)502-3843 or (800)834-9959 ext.3843 Email: lklempner@csea.com

Santa Barbara

01-02-2020 Union Steward Training Level 3 - Santa Barbara at 9:00AM

Santa Maria

01-11-2020 Union Steward Training Level 1 - Santa Maria at 9:00AM

02-01-2020 Union Steward Training Level 2 - Santa Maria at 9:00AM

03-07-2020 Union Steward Training Level 3 - Santa Maria at 9:00AM

03-21-2020 Union Steward Training Level 4 - Santa Maria at 9:00AM

Veterans Day: Honor Those Who Served

Veterans Day, November 11, is when Americans honor those who have served in the U.S. Military. It's a time to express gratitude to those who have made great sacrifices to preserve our freedom.

On Veterans Day, we honor the brave men and women throughout history who fought in battles, served in the National Guard and the reserves or were stationed on a base, stateside or overseas, and did their part to protect the safety and rights of Americans. Many military veterans have gone on to serve California's public schools as classified school employees.

Are you a veteran?

Share your story. CSEA invites all members who are veterans or currently serving in the military reserves to contact us by sending your name, chapter number and member number to veterans@csea.com



Annual CSEA Conference

Three of our members (Jason Thornell, Kristy Renteria, and Mabel Perez) attended the annual state-wide CSEA Conference in Las Vegas at the Paris Hotel. Our Vice President and Regional Representative, Cindy Salazar was also in attendance at the event. At the September CSEA chapter meeting, they all returned to share what they learned with the chapter by giving a presentation about the various resolutions that were up for vote. To view this presentation, click [here](#).

Attending the annual conference is a great way to learn more about the shared governance within the union, meet friends, and hopefully squeeze in a little fun. They also returned with several awards that recognized members in the chapter. We appreciate their efforts in representing the voices of CSEA SBCC Chapter 289.





CSEA Awards

At this year's CSEA conference, several CSEA Chapter 289 members were recognized for their work in the union. Loren Mindell received the CSEA Political Activism award for his work advocating for workers' rights. Sally Gill received a CSEA Communications Award of Distinction for Best Editorial for her article, "Why I'm In" which was featured in the January/February SBCC Beat. Regina Reese was also recognized for her work on the SBCC Beat newsletter and received the Award of Distinction for Best Article/Story, "Self Care Is More Important Than Ever". The newsletter also received additional awards for Best Photography in a flyer and Best Design in print. We are proud of their achievements and their work supporting our members.



Title IX and What You Need to Know

By Linda Dozer

MANDATORY EMPLOYEE REPORTING AND LEGAL LIABILITY

As a school community we so often hear the words, "mandatory reporter, responsible employee, legal liability for....." fill in the blank and we are frequently left with more questions than answers. In an effort to provide accurate as well as helpful information regarding these words and the associated topics, your CSEA Union has given me the opportunity to talk about our legal responsibilities when it comes to reporting Title IX information, sexual harassment and sexual assault, and child abuse/neglect information.

Who is a "responsible employee?"

Answer: The definition of "responsible employee" is found in AP 3435: A responsible employee is any employee who has the authority to take action to redress sexual misconduct, who has been given the duty of reporting incidents of sexual misconduct to the Title IX Coordinator, or whom a student or employee could reasonably believe has the authority or duty. The District is on notice, meaning they have knowledge of an incident if a responsible employee knew, or in the exercise of reasonable care should have known, about the sexual misconduct.

Am I a responsible employee/mandatory reporter?

Answer: All employees are mandatory reporters when there is a reasonable suspicion of abuse or neglect of a child (individual under the age of 18). The report must be made to the local police or child protective services immediately and a written report is required within 36 hours. Failure to report can be charged as a misdemeanor crime.

All employees are responsible and mandatory reporters to the Title IX Coordinator for ACTUAL OR SUSPECTED Title IX incidents **involving minors (under 18 years of age)**.

All employees are responsible and mandatory reporters to the Title IX Coordinator for ACTUAL OR SUSPECTED Title IX incidents involving SBCC students.

All **supervisors and managers** are responsible and mandatory reporters to the Title IX Coordinator for ACTUAL OR SUSPECTED Title IX incidents that are brought to their attention involving students or employees.

In all incidents not involving abuse or neglect of a minor to whom do I report a Title IX incident?

Answer: The Title IX Coordinator by phone, 805.703.4304, in person, A122, via email, lmesparza@pipeline.sbcc.edu, or by completing a Report a Concern form

Professional Growth Opportunities at SBCC

The SBCC School of Extended Learning is offering a selection of entirely online courses that provide work force preparation to SBCC and other local businesses. These classes improve skills in Computer Information Systems, Communication, and Teaching. Sherie Higgins, Nancy Keller, and Emma Cruz enrolled in the *Applying the Equity Mindset* course taught by Carrie Hutchinson and would like to encourage more classified staff to take advantage of this valuable training. The sixteen hour course can be used towards the Professional Growth Incentive Program to earn increments and receive an on-going bonus. To learn more about these and other online classes, contact Emma Cruz at the SBCC School for Extended Learning or check the online schedule of classes.

Building an Equity Mindset (0 Unit) - COMW NC001

Deepens understanding of an increasingly used word in our society: Equity. Through readings, videos and podcasts, the many hidden and misunderstood forms of inequity are explored so that people interested in addressing inequity can enter the conversation prepared with a solid foundation of knowledge.

Applying an Equity Mindset (0 Unit) - COMW NC002

The second course in a two-part series on building and applying an equity mindset. Participants learn how they can actively engage in creating a more equitable and just society in both in their personal lives and workplaces by applying an anti-racism framework.



HONORING ALL WHO SERVED



AFL-CIO

California School Employees Association

SBCC Student Equity Committee Report

By Shelby Arthur

The SBCC Student Equity Committee submitted the SBCC Student Equity Plan to the Chancellor's Office in early October to meet California Community College institutional requirements. The Student Equity Plan is the foundational document that identifies goals and strategies for closing equity gaps on our campus, based on success metrics distributed by the Chancellor's Office. The Student Equity Committee will now enter a second phase of planning that identifies additional equity gaps prevalent on our campus, and the committee will work with campus constituents to support current programs that address these gaps and improve campus strategies for closing equity gaps identified by the Chancellor's Office and by members of our own committee.

The first step of this work is to re-organize the Equity Committee to improve representation and organization. Classified Staff provide valuable and necessary insight into equity issues on campus, and we are asking for your input into (1) committee structure and (2) committee goals. Several ideas have been proposed and the structure of committees on campuses such as Skyline College are being considered (review this [outline](#) of suggestions and resources). We welcome your input! Classified staff are invited to meet in the Center for Equity and Social Justice on Thursday, November 7 from 3 - 4 PM for an informal brainstorm and discussion session. A digital input form will be distributed beginning Friday, November 8 to gather comments from those who are unable to attend. Contact Roxane Byrne or Shelby Arthur with questions or constructive suggestions.

District Technology Committee Report

By Regina Reese

There have been reductions in budgets all around the college including the campus's technology refresh budget. The prior refresh budget of 1.5 million to replace computer workstations was reduced to 400,000 dollars. Refresh even with refurbished components will no longer happen, a computer will only be replaced if it fails completely. The remaining refresh budget will be used for high-level system wide technology upgrades as needed.

Jason Walker will head a sub group committee of DTC called the Lab Advisory Group to review the efficiency and effectiveness of computer labs that will provide reporting and recommendations to DTC. Lab stats are currently installed and working on all Windows desktop and thin client workstations as well as iMac computers. Lab Stats is a program that tracks user logins and usage of computers within computer labs. A new feature of the software will allow IT to determine what devices students are using to access VM Ware (virtual desktop) and where it is being used. At present, there is no way to track Chromebook usage besides World Cat Library check out software. IT is currently looking for a vendor to collect this data.

The Lab Advisory Group committee will also look at ways to standardize the labs even more and may close computer labs with lower numbers redirecting students to use the Luria Library and the Learning Resources Center. With the cuts to hourly budgets, some labs have reduced their hours of operation including the Modern Languages Lab. Moving forward, any labs that request refresh computer stations will be replaced using a "rule of thirds". One third of the computers will be replaced while one third will be taken away with the assumption that students can provide their own devices. Walker discussed that in the future the college may not need to provide 35

District Technology Committee Report (Continued)

devices per classroom stating that students are bringing their own devices and this may allow the college to save money.

There was some discussion of the upcoming SRP and how technology grants need to incorporate technology support (i.e., staffing needs). Faculty frequently write technology grants to provide students and classrooms with technology. John Clark pointed out that his team in particular would not be able to provide the same level of support depending on how many employees leave. Regina Reese stressed the importance of looking at the multiple ways new technology initiatives impact classified staff tasked to support it. For example, two Chromebook carts were purchased for use in the LRC without retrofitting the front counter to house them for check out. This has created a burden on classified staff who put them in the hands of students.

Current Initiatives:

- The roll out and use of NetTutor continues to move forward.
- Migration of files from Perceptive to Softdocs.
- Moving forward with Degree Planner instead of Degree Works.
- The college will use the newly state sponsored Vision Resource Center, which will host SBCC's professional growth and flex programs.
- The Director of IT Technical Services and Security, Jim Clark, would like the campus to move to using a password complexity rule which would require all pipeline users to use an uppercase letter, a number and special character. This initiative will be up for further discussion at the Instructional Technology Committee (ITC).

Union Plus Scholarship Program

CSEA members are eligible for the Union Plus Scholarship Program, which offers scholarships ranging from \$500 to \$4,000. Recipients are chosen based on academic achievement, potential, character, leadership, social awareness, career goals and financial need. The deadline to apply is January 31, 2020. Learn more at: csea.com/Education

Chapter Meeting Minutes

Our chapter meeting minutes are now available online at our SBCC CSEA website by [click here](#).

Executive Board Officers

President – Liz Auchincloss

Vice President - Cindy Salazar

Treasurer – Carlos Macias

Secretary – Sherie Higgins

Communications Officer – Regina Reese

Chief Union Steward – Jason Thornell

Site Rep Coordinator – Beth Taylor- Schott



NOTICE:
This is a
PROUD UNION
worksite!

NO ANTI-UNION
SOLICITATION
ALLOWED.