

CSEA PRESIDENT'S BOARD REPORT  
3-11-09

CSEA has had many concerns regarding the District budget and its management. CSEA collectively feel that there continues to be a lack of pro-active planning done by the District. It sometimes appears as though we put out fires instead of planning for the prevention of the fire.

On March 6 Gary sent out to the campus community a revised list of programs and services that were potentially going to be cut and this has helped somewhat explain what the list was based on and why. It is interesting that almost every item on the list is now on watch or being monitored, but not cut. This is good news if we truly have a good financial sense of where we are, but could be bad if we are basing our decisions on the one time monies we will be receiving.

Classified staff works hard for this District everyday and I believe that this is appreciated by the District, but at the same time it appears classified workers are also the first place we look to make cuts. This is apparent with the 20 or so vacant positions that have not been backfilled. I believe the District needs to look at how currently some of the departments are spread very thin with support staff and ask themselves, "how long can we continue or how long can we expect staff to shoulder the burden of the extra work". The services we provide students, staff and faculty are affected by these vacant positions no matter how you slice it. Have we become more efficient? Yes, out of necessity, and by reducing or eliminating some of the services we provide.

Efficiencies are good, but putting that burden on the workers of this District can only last so long before the system becomes fractured. The goal is to provide *great* customer service to our students, and we have been told "put the work in the queue and the lines will just be longer". It is hoped that with the current budget information that we will be in the "black" at the end of this fiscal year, and that Administration will examine and backfill vacant positions as the budget allows. We know we are not out of the woods yet and running lean and mean is a good practice and one that Administration needs to focus on for not only the future of Shasta College employees but the future of the students we serve. Henry Ford once said "If you don't think about the future, you won't have one."

Gary has stated his goal is to be transparent with the budget issues of the District and I have seen a trend going in that direction, but communication is the key. We all must be informed continually. This will help lift the moral and openness amongst all who work here. When moral is low, so is self-esteem and this affects work performance, it goes hand in hand and we demonstrate this through our actions and behavior unknowingly. It has been stated that "A person's self-esteem is his most important possession. Don't destroy it." Let's not be responsible for lowering moral but cultivating a positive culture and attitude on this campus.

Gary informed CSEA on Monday that there will be no layoffs of classified staff through the end of the year. This is some of the best news we have received in the past 6 months, keep the good news coming Gary! And as I have stated before, CSEA trusts that you will keep us informed and included in the planning and decision making of the campus.

On March 6, 7 and 8 four CSEA officers attended a bi-annual Officer Training Skills and Leadership Instituted workshop. The cost for 3 days training was only \$25 per person and funded by chapter 381. The lodging and meals were all paid by the State CSEA Association, which made it affordable for us to attend. All four of us felt this was a worth while training and gained knowledge that can be useful to the chapter.

Classified employees have formed a “Lend a Helping Hand” campaign that started today. This activity is geared towards helping out two fellow classified co-workers and their son Erik. Erik was in a tragic accident about a month ago and our goal is to collect donations until the end of April and then present the Himbert’s with this gift. Compassion goes along way and we all need to lend a helping hand when and where it is needed.

Respectfully,

Sherry Nicholas  
President CSEA  
Chapter 381  
Shasta College