

February 7, 2007

To all members of the West Valley-Mission Community College District

In light of recent improvements related to the concerns outlined in the February 15, 2006 Joint West Valley-Mission Classified Senate's resolution, particularly:

- The District authorizing their negotiators to discuss and agree to items "on site" which contributed to the contract settlement between SEIU and the District
- Progress in negotiations with the Classified Supervisors (Teamsters)
- The Technical Assistance site team visit and the effort to improve shared governance participation based on recommendations from the team
- The Fiscal Crisis Management Assistance Team (FCMAT) visit and the effort to improve the fiscal practices of the district based on recommendations from FCMAT.

The West Valley and Mission Classified Senates hereby declare an end to the suspension of participation by Classified staff on shared governance and other college and district committees, effective immediately.

Continued full participation by members of the WVC and MC Classified Senates and staff is contingent upon the ongoing improvements and follow through on commitments made by the District administration in areas cited above. The Classified Senates will seek out, participate in and expect improvements in the following areas:

1. A thorough evaluation by Human Resources, Supervisors and Classified representatives to determine adequate staffing levels and prioritized duties.
2. An increase in Classified staffing levels in areas indicating the need to hire new staff
3. Evaluation and, most importantly, implementation of relevant recommendations from the Technical Assistance site team and FCMAT to improve shared governance, communication, budget practices and transparency
4. An improved collective bargaining approach as cited in the Technical Assistance Team visit report, particularly recommendation 13 – "After negotiations are complete, it is recommended that the District and bargaining groups look at different approaches to their traditional practice of adversarial bargaining."
5. The Classified Senates and staff need to be included in the earliest stages of the decision making process regarding new programs and policies that affect Classified staff
6. Reasonable response time from administrators to provide direction and guidance to staff in the absence of published procedures and policies

Classified staff members are integral and valuable members of the college community and our experience and efforts are key components contributing to the success of our students, colleges and district. An improved work environment for staff will enhance our ability to provide a superior level of service to the college communities.

Respectfully,
Mission College Classified Senate
West Valley Classified Senate