



Board of Trustees Report
Constituent Group: CSEA
Board Meeting Date: November 2025

For those providing reports to the Board of Trustees, please note the following requests:

- Oral reports be limited to 3 minutes per constituent group. A timer will be displayed on the screen.
- Written reports/materials be submitted 48 hours in advance and not to exceed 2 pages.
- Non-scheduled speakers are not permitted to speak in place of scheduled speakers or in addition to scheduled speakers unless name and reason/purpose is submitted 24 hours in advance of the Board meeting for consideration; and there should be no more than two speakers per report (total 3 minutes).
- Employees who are members of a bargaining unit represented by an exclusive bargaining agent may address the Board but may not attempt to negotiate terms and conditions of their employment.
- It is requested when mentioning or addressing an individual, their title or prefix be used. (Examples: Dr. Smith, Trustee Smith, Vice Chancellor Smith, Mr. Smith, Ms. Smith)

INFORMATION TO INFORM POLICY:

ACTIONS and/or UPDATES RELATED TO GOALS:

1. Eliminate Barriers to Student Access and Success
2. Be a Diverse, Equitable Inclusive, and Anti-Racist Institution
3. Be a Leader and Partner in Addressing Regional Issues
4. Ensure Fiscal Accountability/Stability

NOTEWORTHY ACCOMPLISHMENTS/ACTIVITIES:

CSEA is happy to be able to report that Phase 1 of the Classification and Compensation Study will soon be put to the membership for ratification. As reported previously, this work included the creation of new two job descriptions...which create better alignment for employees in the areas of Career Technical Programs, as well as Laboratory Technicians in Biological Sciences.

The completion of this phase marks a much-needed alignment for Instructional and Administrative Support positions throughout the District, and CSEA would like to take the opportunity to thank the District personnel who worked diligently to process the retroactive payments for affected employees way ahead of the agreed upon timeline and in time for the holiday season.

Work has already begun in evaluating the data for Phase 2 and any details of movement due to this phase will be forthcoming.

The Union is taking efforts to not only fill two unexpected vacancies within the Executive Team, but two recent vacancies created within our Negotiations Team. We also plan to begin efforts to strengthen our Job Steward Program, including bringing back the chapter's Job Steward Council.

CSEA has recently surveyed our membership on our collective bargaining agreement reopeners for the next contract term. Direction from our membership is essential in informing our efforts to reach decisions on adjustments to our next contract whose terms are 2026-29.

With Respect,
Ernest Guillen, CSEA Chapter 291 President