REPORT ON CLASSIFIED STAFF
This report is about classified bargaining unit employees in full-time and part-time “permanent positions.”

It does not include “short-term, hourly employees” which range from 950 to 1100 employees per year.
EXTERNAL IMPACTS

- Beginning in 2008, many categorical program funds were cut by the state and required a review of numerous classified positions.

- At the same time, the state implemented “workload reduction” which restricted us from growing our programs.
The 2013 Supplemental Early Retirement Program resulted in 37 vacant positions.

Some positions were reassessed and changed:
- Reductions in hours
- Change in months of service
- Reclassifications
- Full-time to part-time; part-time to full-time
- Moved from one area to another
Things change due to curriculum, student needs, program needs, added classes in one area and less classes in another.

This may result in a need for less support in one area and increased support in another.

Review/reclassification provides a process for improved support for students.
Classified bargaining unit positions increased 11% (actual 455 positions to 504 positions).

Full-time increased over 6% (actual 398 positions to 423 positions).

Part-time increased over 42% (actual 57 positions to 81 positions).
Between 2009 to 2014, approximately 29 full-time positions changed to part-time.

Examples:
- 40-hour moved to 29-hour at a higher range.
- 12-month moved to a 10-month.
- 40-hour to two 20-hour in different departments.
- Two 20-hour to one 40-hour.
The Colleges and District Services need flexibility to manage services for student success.

Benefits for full-time employees cost $22,994.

As a responsible public employer, we are accountable to the tax-payers for the efficient use of our resources.
The District has consistent growth of full-time (FT) and part-time (PT) classified staff.

FT to PT allows flexibility to cover critical hours of service.

FT to PT often provides opportunities for better absence coverage as well as service at the right times for students.
The early retirement program left many vacancies which were reassessed and reallocated to better meet student needs.

Generally, changes in our classified bargaining unit provide a broader range of services more focused at the times needed by our students.
The Student Success and Support Program and the Student Equity Plan are expected to provide additional categorical funds, which will result in more classified positions.

We anticipate the trend to increase full-time and part-time classified positions will continue.
The Presidents and the Vice Chancellor will answer any questions from the Board.