



LPC Mission Statement

Las Positas College is an inclusive, learning-centered, equity-focused environment that offers educational opportunities and support for completion of students' transfer, degree, and career-technical goals while promoting lifelong learning.

LPC Planning Priorities

- ❖ Affirm LPC's unwavering commitment to equity by deepening campus-wide engagement, enhancing professional development, embedding equity-minded practices in decision-making, assessment, and accountability processes; and building capacity to resolve inequities.
- ❖ Increase student success and completion through sustainable college practices, processes, academic support, removal of barriers, and focused professional development.
- ❖ Establish a knowledge base and appreciation for health and wellness in the workplace; create a sense of urgency about wellness; prioritize wellness in decision-making, assessment and accountability; and build capacity to support wellness.

Classified Senate 2025-2026

Governing Council:

Aubrie Ross – *President*
Suzanne Kohler – *VP of Communications*
Lilibeth Mata Juarez – *VP of Activities*
Jennifer Tonn – *VP of Fundraising*
Noël Fagerhaugh – *Secretary*
Jennifer Farber – *Treasurer*

Ambassadors:

Andrea Anderson
Sharon Davidson
Amy Rel
Savannah Richardson

Past President:

Jean O'Neil-Opipari

SEIU Representative:

Jason Maxwell – *LPC Site VP*

LPCSG Representative:

TBD

Classified Senate Meeting Minutes

November 6, 2025 | 1:00 pm – 2:15 pm | Zoom

Agenda Item

1. **Call to Order:** 1:02 pm
2. **Review and Approval of Agenda:** Motion to approve by Paula Rose, seconded by Jason Maxwell/All in favor - approved
3. **Review and Approval of October 2nd Minutes:** Change "agenda" on page headers to "minutes"/motion to approve with correction by Jennifer Farber, seconded by Paula Rose/All in favor with one abstention - approved
4. **SEA Committee Updates** -Dr. Sidela (see attachment for full details)
A student equity plan is submitted as a college every three years and acts as a confirmation for how we will support our students, ensure practices are in alignment with goals, and provide examples of ample opportunities for capturing voices. The Office of Research, Planning and Institutional Effectiveness (R-PIE) created a student equity research dashboard showing disproportionate impact (DI) and attributes like access, persistence and transfer rates by demographic. The three populations identified as needing more intensive focus are Hispanic/Latine, Black and African American, and first-generation students. The recommendations for supporting these student bodies include peer mentoring, proactive registration support, and holistic engagement. The overall strategies identified for all student groups include physical campus structure changes (e.g., improved signage) and student-centered onboarding processes.

Questions

- How will this information be disseminated to classified professionals whose efforts are needed to comply with recommendations? Deans will provide information to their teams. Classified professionals should speak with their dean and gather concerns and suggestions from peers. The SEA committee welcomes recommendations.
- Who should we reach out to if we have questions about the new data worksheet? Reach out to R-PIE for assistance with data interpretation.

5. **Consent Items:** None

6. **Old Business**

6.1 Divestment Resolution

Suzanne shared the most recently available annual report from the Retirement Board of Authority's website (data is for FY 23-24).

Of the approximately \$13 million being managed, BlackRock is not represented as an investor, although residual dividends are still showing as coming in. This is significant since the divestment resolution predominantly calls out BlackRock. Suzanne provided a correction from her last presentation that this fund is used for employees who were *hired* prior to 2013 (not for those who *retired* prior to 2013, as previously stated) so a larger than initially expected group of individuals are affected. If the district were to divest from companies involved in war activities, they would be responsible for ensuring these funds are maintained. In the unlikely case of a serious fiscal crash, the district may need to dip into other sources as they are obligated to maintain a base level of funds.

While the resolution is merely a statement of concern about ethics in partnerships, it is important to determine if this is the “right” one to make. All three Chabot constituent bodies signed the resolution. Suzanne expressed concerns about wanting to maintain positive relationships with our counterparts and shared that one Chabot classified senate member was surprised upon hearing our senate’s hesitance.

Question for what LPC’s Academic Senate is planning to do? Suzanne shared what was discussed at the October 22nd senate meeting. Senators will take the resolution back to their divisions to get feedback. We may consider waiting for our Academic Senate to weigh in or brainstorm possible recommended solutions to present to the board alongside the resolution.

Aubrie requested that attendees consider the resolution and give feedback. It is important to be informed and have discussions before signing anything to avoid having to later retract.

6.2 Behind-the-Scenes Star Department

Maintenance and Operations was selected as our first star department and February 10, 2026 was identified as the celebratory day since it is the week after Winter Wonderland, which will require tremendous M&O efforts. Additional details will be provided later.

Aubrie also shared that she spoke with Dr. Foster about ensuring M&O is included in the End of Year Breakfast, including those who work swing or night shifts. He fully supports this initiative.

6.3 AI Professional Development

Administrators and administrative assistants have completed this training. Aubrie will discuss additional training dates and cohorts with Chancellor Gerhard. We have identified two tiers/cohorts of classified professionals who could benefit from the training. We hope that this training will eventually become part of the on-boarding process. Attendees shared experiences; Maria Glidden expressed concerns for the ecological impacts of AI and other concerns that still have her feeling cautious about usage; Sabrina Tom shared similar sentiments but included that she appreciated the ability to personalize the AI assistant to specific needs and create templates. It was noted that the provided ChatGPT accounts are district-owned so we must be mindful of privacy. David Rodriguez shared additional concerns about privacy and FERPA protections. Jason shared that SEIU is working on language regarding AI. We want to be sure to have hold harmless language and that the district is clear that AI usage is a supportive tool and not a replacement for personnel. While SEIU supports the professional development opportunities, we need to maintain mindfulness when using district-owned products. Paula Rose provided an example of negative effects of

AI hallucinations.

7. New Business

7.1 [APs/BPs](#)

Review policies and share thoughts with Aubrie prior to Chancellor's Council on Tuesday.

7.2 Shared Governance with Compressed Calendar Block Schedule

Town Hall may start later but will be fully addressed as we get more details.

8. Informational Items

8.1 New Classified Hires/Promotions/Reclassifications/Transfers

- Rafaela Echeverria - Receptionist
- Refugio Franco Jr. – Financial Aid Outreach Specialist
- Sabrina Tom –Senior Administrative Assistant
- Elizabeth Mayo –Admissions & Records Assistant III
- Nalan Smith – Financial Aid Systems Coordinator

9. Updates

9.1 Committee Reports – All

RAC: David reminded the group that IERs were already due but CAP requests can be submitted until November 12th. The committee will not receive and score requests until December. He put in a request for a list of all vacant positions.

Professional Development: Aubrie addressed the concerns from the Flex Day keynote speaker, which was generally not well received. The vetting process will be improved.

9.2 Student Government – TBD: None

9.3 President's Report – Aubrie: None

9.4 Caring Campus - Jean

Are Basic Needs grocery carts still in use? The mini market is still not fully operational so grocery carts will continue for now. There is an updated flyer. There was concern about classified professional involvement in these efforts and if it has added uncompensated workload. Clarification that Caring Campus/classified professionals were not tasked with this duty, rather it was volunteer-based.

9.5 Fundraising – Jennifer T.

Jennifer T. came up with a winter-themed fundraiser. More details will be provided after more work has been completed. Reminder of continuous fundraiser for t-shirts/swag via Bonfire. We are waiting to hear back from Jean if we can start a See's Candy fundraiser.

9.6 Activities – Lilibeth: None

Friendsgiving will take place on Tuesday, November 11th.

9.7 Treasurer's Report – Jennifer F.

Jennifer still does not have access to reports so she relies on the budget reports provided to her.

Suzanne provided background regarding payroll deductions being allocated to the incorrect account(s)

so all funds besides awards are very low.

9.8 SEIU – Jason

Jason shared information that was provided at an earlier general membership meeting. Ten articles have been passed between the district and SEIU, with three reaching tentative agreements. SERP is being discussed. The next negotiation meeting will be November 13th before a pause until the new year. Question from Noël regarding how members can support the negotiation team during the pause? Continue bringing topics of concern and ideas to the leadership team. During the pause, the team will continue to meet and strategize. Elections are on hold until after negotiations have commenced. There will be a bylaws committee and participants are needed.

How did the district determine who is most likely to accept the SERP option? They made an educated approximation. They are aware that not all who are offered the option will take it. SEIU will request a plan for what will happen to the vacated positions if SERP is offered.

9.9 Board of Trustees Meeting – Suzanne: None

9.10 College and District Updates – Aubrie: None

10. Announcements/Good of the Order: None

11. Adjourned: 2:30 pm

Next Meeting: December 4, 2025

Classified Senate Meetings 2025-2026

- December 4, 2025
- January 8, 2026
- February 5, 2026
- March 5, 2026
- April 2, 2026
- May 7, 2026

Classified Senate Goals & Priorities 2025-2026

- Support classified peers during the transition to a new compressed calendar and winter intersession
- Foster relationships to build classified professionals' network of support by:
 - Prioritizing and celebrating behind-the-scenes star departments, offices, and individuals
 - Identifying needs and providing resources and support to single-staffed departments
 - Encouraging peer mentorship and round table conversations with Classified Senate