

Around the District

San Mateo County CCD

August 2016

Volume 1, Issue 3

District Opening Day 2016

Start of the Fall Semester



A warm welcome to both new and returning administrators, faculty and staff! We hope you had a restful summer break. Our annual District Opening Day is taking place on Monday, August 15 at Cañada College. This year we are honored to have Pulitzer Prize winning journalist, Sonia Nazario as our keynote speaker whose stories have focused on the impact of societal issues such as hunger, drug addiction and immigration.

We encourage your attendance throughout the day as we kick off the new school year! For an overview of the day's events, please see below.

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8:00-8:45 a.m.	Continental Breakfast	Cañada College Main Theatre (Building 3)
8:45- 9:00a.m.	Welcome and Introductions President, Board of Trustees	
9:00-9:30 a.m.	Welcome and Remarks	

9:30-10:00 a.m.	Chancellor's Remarks	
10:00-11:30 a.m.	Keynote Address followed by Q and A and Book Signing Sonia Nazario: "Enrique's Journey"	
11:30 a.m. - 1:00 pm.	Luncheon Upper Quad	(Located between Buildings 9 and 13)
12:00 – 1:30 pm.	Cross-College Discipline Meetings for Faculty	All meetings at Cañada College Locations TBA

District Wide ID Card Rollout

Throughout Opening Day, Public Safety will be hosting an ID card photo station, which will be set up in room 3-104. The ID card station will open by 7:45am. Be sure to stop by to take your photo if you have not already done so. All fobs will be deactivated by August 19.

ID cards will also be available for pickup during this event. If you have received a notification that your ID card is ready for pickup and have not been able to pick it up now is the time!

After this event, any ID Cards that have not been picked up will be returned to the each respective Public Safety office for pickup. You will need to present your current fob to exchange it for your ID Card.

Open Enrollment

The District's Open Enrollment period begins on Monday, September 12 and ends on Friday, October 7, 2016. If you decide to keep your current plan and will not be making any changes, there is nothing that you need to do to keep your current plan. If you do choose to make changes, they must be made by October 7 and they will effective beginning on January 1, 2017.

The 2017 Benefits Brochure will be emailed out to all District employees during the first week of September. This brochure will include 2017 plan highlights, plan design and tentative medical cap rates.

If you want to enroll, make plan changes or need additional information, please contact Anahi Aguilar at aguilara@smccd.edu or (650) 358-6827.

Health Fair

The annual health fair is fast approaching. Last year over 100 District employees attended and we hope to continue the success of this annual event. For Health Fair highlights, please see below.

WHEN: Tuesday, September 20, 2016

WHERE: CSM- College Heights

TIME: 2:00 p.m.-4:00 p.m.



- Representatives from all of our health carriers will be present to answer questions
- Representatives from 403b & 457 plans, SMAC, Credit Unions and more
- **Free** chair massages (we will have 4 massage therapists available this year to minimize the wait time), therapeutic stretching, acupuncturist advisor, and health screenings!
- Food, Raffle (10 Pairs of Giants Tickets) and more

Welcome to New Employees

New Hires since June 1, 2016

Name	Start Day	Position	Location
Leticia Madrigal	7/1/2016	Career Resources/Counseling Aide	Cañada College
Jamillah Moore	7/1/2016	President	Cañada College
Caroline Ouyang	7/1/2016	Transition Coordinator (Grant Funded)	Cañada College
Stephen Soler	7/5/2016	Office Assistant II	Cañada College
Kathryn Kohut	7/28/2016	Program Services Coordinator (International Education Program)	Cañada College
Henry Guevara	8/1/2016	Shipping & Receiving Clerk	Cañada College
Celeste Kidd	8/1/2016	Instructional Aide II (Alternate Media Lab & Office)	Cañada College
Ashley Peltz	8/1/2016	Athletic Trainer	Cañada College
Melissa Alforja	8/15/2016	TRIO SSS Counselor/Coordinator	Cañada College
Ryan Chan	8/15/2016	General Counselor	Cañada College
David Eck	8/15/2016	Instructor	Cañada College
Jaime Huston-Sylvester	8/15/2016	Basic Skill Counselor	Cañada College
Kristeen Oronan	8/15/2016	Instructor	Cañada College
Gena Rhodes	8/15/2016	Counselor	Cañada College
Christopher Rico	8/15/2016	Extension Counselor	Cañada College
Melina Boyd	6/20/2016	Transition Coordinator (Grant Funded)	College of San Mateo
Stephanie Martinez	6/27/2016	Administrative Assistant	College of San Mateo
Lisa Clayton	7/18/2016	Instructional Aide II – Math Resource Center	College of San Mateo
Jeremiah Sims	8/8/2016	Director of Equity	College of San Mateo
Robert Baden	8/15/2016	Instructor	College of San Mateo
Yvette Butterworth	8/15/2016	Math Instructor	College of San Mateo
Kamran Eftekhari	8/15/2016	Instructor (CIS)	College of San Mateo
Paul Hankamp	8/15/2016	Biology Instructor	College of San Mateo

Stephen Heath	8/15/2016	Instructor	College of San Mateo
Rupinder Kaur	8/15/2016	Nursing Instructor	College of San Mateo
Sarah Mangin	8/15/2016	Instructor	College of San Mateo
Natalie Waechtler	8/15/2016	Nursing Instructor	College of San Mateo
Toni Coleman	8/15/2016	Instructor	College of San Mateo
Dennis Zheng	6/1/2016	Student Trustee	District Office
Hugo Zarco-Vargas	6/13/2016	Custodian	District Office
Randy Burris	6/13/2016	Utility Engineer	District Office
Otto Sanchez	6/20/2016	Custodian	District Office
Cassandra Jackson	6/20/2016	Human Resources Manager	District Office
Maria Aquino	8/15/2016	Document Management Specialist (Measure H)	District Office
Linda Truong	6/6/2016	Office Assistant II (Bay Area Entrepreneur Center)	Skyline College
Raymon Gutierrez	6/20/2016	Retention Specialist (Grant Funded)	Skyline College
Marco Wehrfritz	7/1/2016	Laboratory Technician (Fabrication Lab)	Skyline College
Lasana Hotep	7/11/2016	Dean, Student Equity & Support Program	Skyline College
Brittney Sneed	7/11/2016	Office Assistant II (Marketing Department)	Skyline College
Mitchell Xiong	7/11/2016	Staff Assistant (ASLT)	Skyline College
Stacy Nojima	7/18/2016	Transition Coordinator (Grant Funded)	Skyline College
Steven Trinh	7/18/2016	Admissions & Records Asst. III	Skyline College
Kayla Crittendon	7/19/2016	Athletic Trainer	Skyline College
Robyn Ledesma	8/8/2016	Cosmetology Program Assistant	Skyline College
John Calavitta	8/15/2016	English Instructor	Skyline College
Brianna Clay	8/15/2016	TRIO Counselor	Skyline College
Kimberly Davalos	8/15/2016	Counselor	Skyline College
Rika Fabian	8/15/2016	Sociology Instructor	Skyline College
Jarod Feiner	8/15/2016	English Instructor	Skyline College
Nicholas Langhoff	8/15/2016	Engineering Instructor	Skyline College
Lucy Jovel	8/15/2016	Counselor (Emphasis on Transfer)	Skyline College
Bianca Quince Rowden	8/15/2016	Instructional Designer Instructor	Skyline College
Carlos Romero	8/15/2016	International Counselor	Skyline College
Gabriel Saucedo	8/15/2016	Head Men's Soccer Coach/Kinesiology Instructor	Skyline College
Erinn Struss	8/15/2016	ESL Instructor	Skyline College
Regina Mitchell	8/15/2016	Cosmetology Instructor	Skyline College

Changes/Promotions in the District

Changes since June 1, 2016

Name	Start Day	New Position	Location
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Carol Newkirk-Sakaguchi	7/1/2016	Director of Disabled Students Programs & Services	College of San Mateo
Krystal Romero	7/1/2016	Dean of Counseling, Advising & Matriculation	College of San Mateo
Maggie Barrientos	8/10/2016	Child Development Center Aide III (Master Teacher)	College of San Mateo
Roxana Rugliancich	8/15/2016	Counselor	College of San Mateo
Michael Vargas	8/15/2016	Counselor	College of San Mateo
Jonathan Fuentes	6/13/2016	Maintenance Engineer	College of San Mateo
Miguel Melgoza	6/13/2016	Utility Engineer	District Office
Jose Mendoza	6/13/2016	Utility Engineer	District Office
Andrea Vizenor	6/13/2016	Director of Career & Workforce Programs	Skyline College
Maggie Li	7/15/2016	Division Assistant	Skyline College
Martin Marquez	7/18/2016	Admissions & Records Asst. III	Skyline College
Suzanne Poma	8/1/2016	Counselor	Skyline College
Soledad McCarthy	8/15/2016	Business Instructor	Skyline College
Denise Hum	8/15/2016	Mathematics Instructor (Hispanic Serving Institution)	Skyline College

Farewell to Employees

Departures since June 1, 2016

Name	Last Day (Service Years)	Position	Location
Lawrence Buckley	6/30/2016 (3)	President	Cañada College
Rosalina Mira	6/30/2016 (12)	Project Director – Upward Bound	Cañada College
Carolyn Jung	6/30/2016 (18)	Professor	Cañada College
Courtney Hadsell	7/31/2016 (3)	Program Services Coordinator	Cañada College
Christopher Brandin	8/4/2016 (2)	Staff Assistant	Cañada College
Karen Arnold	8/5/2016	Instructional Aide II (Math)	Cañada College
Karen Wiggins Dowler	6/6/2016 (28)	Child Development Center Aide III (Master Teacher)	College of San Mateo
Lorrita Ford	6/30/2016 (14)	Director, Library Services	College of San Mateo
Charlotte Deline	8/1/2016 (21)	Professor	College of San Mateo
Medelline Lowe	8/22/2016 (34)	Accounting Technician	College of San Mateo
Kent Gomez	6/10/2016 (1)	Assistant Professor/Counselor	Skyline College
Catherine Christian	6/2/2016 (33.5)	Admissions & Records Asst. III	Skyline College
Michael Urquidez	6/23/2016 (2)	Program Services Coordinator – Supplemental Instruction	Skyline College
Laurie Biagi	6/30/2016 (22)	Cosmetology Instructor	Skyline College
Kim Jackson	6/30/2016 (2)	Associate Professor	Skyline College

Keisha Ford	6/30/2016 (2)	Visual Communications Coordinator	Skyline College
Heather Smith	8/24/2016 (3)	Program Services Coordinator	Skyline College

Meet the District's New HR Manager, Cassandra Jackson

Cassandra joined the District on June 20, 2016 as the new Human Resources Manager. We asked her a few questions as a way of introducing her to the District community:

Q. Why did you choose to come to work for the District?

A. I chose to work at the District to return back to higher education. Working as the Human Resources Manager at the District allows me to combine my passion for education and use my professional expertise in human resources.

Q. Where did you used to work and what did you do?

A. I served as the Human Resources Director for Esperanza Health Center, a faith based federally qualified health center serving Latinos and underserved populations in North Philadelphia. Prior to transitioning to human resources, I worked in higher education at Temple University (Philadelphia) and the University of Missouri for 12 years primarily in areas providing academic support services for first-generation college students.

Q. What has been the biggest challenge in your first two months on the job? What is your favorite part about working here?

A. The biggest challenge has been familiarizing myself with Banner and California's employment laws. My favorite part about working here is the opportunity to learn and contribute in a number of ways to our overall success. Secondly, I appreciate the opportunity to work and grow professionally with a larger HR team.

Q. Are there any particular programs that you would like to see Human Resources develop and offer to employees?



A. I would like to see a leadership academy, a wellness program, and a Take your Daughter/Sons to Work Program. I believe it is imperative to begin training the next generation and thinking about the District's workforce for 2030.

Q. Do you have a personal philosophy when it comes to human resources?

A. Each employee has a unique role pertinent to the overall success of the organization. Human Resources' role is to provide quality services that assist employees with transitioning well in the organization. Additionally, we seek to offer programs that develop employees' strengths/gifts creating opportunities to fully engage and contribute to the organization's mission and strategic goals.

Q. You moved to California with your family about two months ago, what do you think of the Bay Area so far?

A. The Bay Area is simply beautiful! We love the warm weather, clear blue sky (at times) and enjoy the variety of authentic cultural foods.

If you see Cassandra, please give her a warm hello!

Cañada College President Named

Dr. Jamillah Moore has been named as Cañada College's eleventh president. Dr. Moore began her career as a teacher at Sierra Community College and has since gained a wealth of experience in higher education in a variety of leadership capacities.

Her roles have ranged from Senior Vice Chancellor for Governmental and External Relations in the System Office of the California Community Colleges, Interim President of Compton Community College, President of Los Angeles City College and Chancellor of the Ventura County Community College District. She has also served as the Interim Vice Chancellor for Educational Services and Planning here at the District.



Dr. Moore's commitment to the mission of California Community Colleges is undeniable. Dave Mandelkern, president of the Board of Trustees of the San Mateo County Community College District, has stated "We believe President-elect Moore will continue Cañada's strong tradition of providing leading-edge educational opportunities and support services that help ensure student success."

Please join us in welcoming Dr. Moore to our SMCCCD family!

Negotiations Update: Progress Continues

AFSCME

We are pleased to announce that the District and AFSCME have reached a Tentative Agreement for a new three year collective bargaining agreement. Under the Tentative Agreement, the District will allocate a package of salary and benefits representing an increase in total compensation of 5.32%. AFSCME has decided how this increase in total compensation will be allocated for its members. The key features of the Tentative Agreement include:

- A cost of living increase of 3.44%
- An additional step on the salary schedule (Step 6)
- Increased vacation time for unit members with 15 years and more of service
- Increased longevity service increment payments for unit members with 8 years and more of service

After ratification by the AFSCME membership, the Board of Trustees must approve the Collective Bargaining Agreement before the recommended changes become effective.

CSEA

The District and CSEA have not yet completed negotiations, but were able to enter into Tentative Agreements on several articles and will continue working cooperatively towards entering into a comprehensive Tentative Agreement. The District has offered CSEA the same 5.32% increase in total compensation, which CSEA would then be able to direct towards salary, medical benefits, an additional step or other enhancements that the CSEA leadership believes would support its members.

AFT

The District and AFT have been negotiating throughout the spring. The District has offered AFT a similar increase in total compensation, however we have reached impasse and have retained the services of a mediator in an attempt to bring the parties to an agreement. The first mediation is scheduled for August 22, 2016 and we are hopeful that the parties will come to resolution in the near future.

Human Resources in the Community

Upcoming Job Fairs:



Diversity and Inclusion Career Fair

Wednesday, September 21
San Mateo County Event Center
1346 Saratoga Drive, San Mateo
10:00 a.m. – 3:00 p.m.

Deaf Counseling Advocacy & Referral Agency/ Department of Rehabilitation Job Fair

Tuesday, September 27
Ed Roberts Campus
3075 Adeline Street, Berkeley
10:00 a.m. – 3:00 p.m.

CalSTRS Membership Workshop for Employees

This free workshop is designed to provide members of all career stages an overview of the CalSTRS retirement plan. This is a prime learning opportunity for those who have never attended a CalSTRS workshop.

WHEN: Wednesday 09/21

WHERE: District Office Board Room

TIME: 2:30 p.m.-4:00 p.m.

If you are interested in attending please contact Anahi Aguilar at aguilara@smccd.edu.

Professional Development Academy

Fall 2016

We are excited to announce the return of the District's Professional Development Academy this Fall! A variety of sessions will be offered for staff and managers. Be on the lookout for additional details regarding registration and schedule this month.

San Mateo County Training Schedule

September 2016 – June 2017

San Mateo County offers a wide array of training opportunities for Court, City, Nonprofit and Special District employees of San Mateo County. Topics include computer training, diversity/cultural competence, professional development, safety and written communication.



For a complete listing of training opportunities, descriptions and for more information about how to register, please visit the [e-catalog](#). Questions regarding this program, should be addressed to the Training and Development Division, County of San Mateo. Contact information is below.



Training & Development Division

County of San Mateo

Human Resources Department

455 County Center, 5th Floor | Redwood City, CA 94063

(650) 363-4343 | hr.smcgov.org/training

Claremont EAP - Balance: Key to a Successful Fitness Program

www.claremonteap.com – (800) 343-3773

Fitness experts are saying what nutritionists have been telling us for years: The key to better health is balance. Just as a balanced diet provides all the nutrients the body needs, a balanced fitness program keeps muscles and joints in top condition.

"We're getting away from chemical rehabilitation, where we have a physical problem

and find a pill or drug to solve it," says Mark Madole, strength and conditioning director at the North Dallas Athletic Club in Dallas.

"Instead, we are looking more at exercise and diet as a means of maintaining good health."

Mr. Madole suggests that inactivity is like waiting for the other shoe to drop. "That

'shoe,'" he says, "may come in the form of a heart attack, back problems, stroke -- any number of conditions."

A sensible start

Get an accurate assessment of your physical condition before starting a fitness program. In a perfect world, you would go to a doctor for a thorough examination, then

head to a gym or health club and train with a personal fitness coach. If you can't do that, at least see a physician and ask for a personal fitness profile.

The profile will help you set goals for your fitness program; you may decide to lose weight or improve your muscle tone, endurance or cardiovascular health. It will also identify pre-existing physical problems that a fitness program may exacerbate or need to be designed around. These problems can range from cardiovascular conditions to chronic joint or tendon ailments.

The balanced program

The body's muscles are made up of slow-twitch (aerobic) and fast-twitch (strength) fibers. "The key to a balanced fitness program is to do something that will challenge both muscle groups," Mr. Madole says.

His ingredients for a balanced program are:

A total-body workout: "This is any form of exercise that

combines resistance with cardiovascular movement," Mr. Madole says. Weight training combined with running or walking is optimal, but exercising on a stationary bike that also works the arms is good, too.

Strength training: Using free weights or weight machines builds muscle mass, controls weight, builds energy and protects against injury. If weights aren't available, try pull-ups, push-ups and other exercises that use the body's weight to create resistance.

Aerobic exercise: Activities such as running, cycling and swimming burn excess body fat and promote cardiovascular health.

Flexibility exercise: Stretching before and after a workout prevents joint injury, relieves muscle soreness and maintains strength.

A balanced diet: An easy way to derail a balanced fitness program is to fuel the body with things it doesn't need. Eat a low-fat, low-cholesterol diet high in carbohydrates and fiber.

Don't forget to have fun

Boredom is the greatest deterrent to a fitness program. Running endless laps around a track can eventually turn off even the most dedicated amateur athlete.

The cure for athletic boredom is cross training -- combining several kinds of workouts that enhance or complement each other. For example, runners may pound the pavement on Mondays, Wednesdays and Fridays and swim on Tuesdays and Thursdays. Devotees of stair machines or step classes could try weight training on alternate days.

"The way you're going to make it over the long haul is to establish a fitness program as a way of life," Mr. Madole says.

"Most important, you need to engage the entire body. If you're just walking, but not doing calisthenics or stretching, you may think you're getting a full workout, but you're not."

Office of Human Resources Staff



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