

The NEWS

4CD EMPLOYEE NEWSLETTER



March 2020

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The News
CCCCD Employee newsletter

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District Pauses Chancellor Search

The Governing Board of the Contra Costa Community College District paused the search for the next chancellor due to the coronavirus (COVID-19) pandemic, and shifted its focus to serving student needs and providing high-quality remote learning support.

“The selection of the Chancellor is one of the Board’s most important jobs,” said Governing Board President Rebecca Barrett. “We need to give our District leadership, staff and students time to focus on the COVID-19 crisis as we transition our classes and support services to a mobile format and minimize the rapid spread of the coronavirus.”

Assisting the District in the chancellor search is Collaborative Brain Trust, Dr. Brice Harris, a longtime California community college educator, and Chancellor Emeritus of the California Community Colleges.



District and Colleges Shift to Remote Work and Instruction

In a swift and unprecedented demonstration of collaboration, commitment, and unity, the District and college campuses shifted to remote working and instruction following the stay-at-home order issued by Contra Costa County Health Services in mid-March.

Teams at every level across the District and colleges, with substantial support from the Information Technology department, worked together in record time to set up remote support systems and resources with the shared mission of continuing to meet students' educational goals and needs. In-person student instruction was suspended on March 16 and 17, and employees, students, and faculty began remote operations and started connecting over the first of many Zoom meetings beginning March 18.



Many employees, students and faculty quickly shifted to working and learning from home.

District and college administration, academic senates and union leadership put in place agreements and plans that allowed teams to transition to working and learning remotely. Student services also moved online, offering virtual helpdesk resources available through college websites and by phone. With the exception of essential workers, whose in-person services were deemed necessary at the District Office and across the college campuses, the majority of employees, students and faculty relocated from their office desks and classrooms to attending video conference meetings with colleagues and classmates from their living rooms and dining room tables.

“It’s astounding to step back and see how much we collectively accomplished in such challenging and unprecedented circumstances,” reflected interim chancellor **Eugene Huff**. “Our Senate and labor leaders, who shared long-standing and positive relationships, came together to work collaboratively with administration not only to solve immediate challenges but also do the most good for the most students. Sometimes, that meant relying on our trust in each other to do the right thing. On behalf of the Governing Board and your District leadership team, thank you for your unwavering dedication and continued work in the future.”



Essential Workers Show Dedication during Pandemic

Following the stay-at-home orders issued by Contra Costa County Health Services and the State of California in March, most District Office and campus employees, faculty and students quickly moved to working and learning remotely. Most employees seemed to adjust well to working from home, but not everyone got to enjoy the extra minutes of sleep in the morning, or miss the daily commute to the workplace.

As the District office and college campuses moved to remote work and instruction, a small number of employees whose physical presence and on-site services were deemed essential continued to serve at their regular work locations. These “essential workers” included members of Police Services, janitorial teams, District leadership, and administrative support staff. While the majority of employees, faculty, and students adjusted to the challenges of remote instruction and video conferencing etiquette, essential workers districtwide continued to ensure offices and campus buildings remained safe and sanitized.

Ed Carney, chief of police, noted one of the critical reasons Police Services maintained an on-site presence following the stay-at-home order. “Police Services has an essential purpose when the campuses are open to protect our community members, and primarily protect our property when the campuses are closed.”

“Looking back, the District office was a bustling place,” reflected **Moises Rocha**, parking services officer at the District Office and key contact for all lines of business. “As a central location between the campuses, a lot of meetings took place here, which created an active and dynamic environment.”

The District Facilities department noted that custodial staff were moving to a modified schedule, servicing the District Office only on Tuesdays and Fridays, with a focus on disinfecting high-touch surfaces such as door handles, elevator buttons, and restrooms.

“Our officers remain diligent about protecting those who must work at all of our sites,” emphasized Carney. “They continue protecting campus buildings, so they’re just the way you left them when you return. Our gratitude goes to our essential workers on the front lines.”



Moises Rocha, parking services officer at the District Office, maintains an on-site presence to monitor and protect the property.

Board Report

To review highlights of the Governing Board Meeting held on March 9, 2020, click on the link below:

http://www.4cd.edu/crpa/board_reports/March%209,%202020.pdf

To review highlights of the Governing Board Meeting held on March 25, 2020, click on the link below:

http://www.4cd.edu/crpa/board_reports/March%2025,%202020.pdf

Cabinet Highlights

To review highlights of the Cabinet meetings held in March 2020, click on the link below:

http://www.4cd.edu/crpa/chancellors_cabinet/March%202020.pdf

District Governance Council

To learn more about the District Governance Council, click on the link below:

<http://www.4cd.edu/about/committees/dgc/default.aspx>



Bold New Program Offers Self-Paced Success

A new partnership between the Contra Costa Community College District and Concourse Education, an accelerated learning program, is seeing success with participating employees.

Concourse Education is a nonprofit organization that helps working adults in California earn an accredited, job-relevant, low-cost bachelor's degree in as little as two years. The degrees offered include Business Management, Healthcare Management, Information Technology and Communications.

Mojdeh Mehdizadeh, executive vice chancellor, Education and Technology, was introduced to the program while serving on the Richmond Promise board of directors. Seeing its potential, she partnered with **Andrea Medina**, HR support services manager and Jeff Manassero, Concourse's co-founder and co-executive director to roll out the program. "For employees challenged by finding the time to study, it's a great option," said Mehdizadeh.

Andrew Murphy, a bookstore buyer-supplier at Los Medanos College, was inspired after learning about the program, and enrolled, taking advantage of the online tools and mentoring options available. Having already earned his associate's degree from LMC, he used his additional free time to study, completing his bachelor's degree in Business Management in just four months. "It's helpful for full-time employees with families who are looking to achieve a higher level of education," said Murphy.

Participating students complete the online-only courses available at speeds suited to their schedules. Concourse education offers laptop rentals, and materials for the classes are free. Local, online coaches are matched to students and provide feedback on projects, classes and more.

The program offers competency-based, real-world assignments, readings and activities that allow students to quickly earn credits toward degrees as they demonstrate their understanding of key concepts or skills.

"Assignments were a mix of presentations, papers, and some spreadsheets. The coaches were very helpful in reviewing coursework if I needed an extra pair of eyes to go over assignments," said Murphy.

"The District is committed to 'growing our own' by investing in educational and professional development opportunities for staff," observed Andrea Medina. "Our educational mission extends beyond our students and should include every employee."

Concourse continues to operate while many employees work from home, serving fellows (virtually) across the Bay Area. To learn more about the online-only program, and its many benefits, visit myconcourse.org.



The program offers online courses that participating students can fit around their working schedules.

District Welcomes New Employees

Please welcome the following new employees who were approved by the Governing Board in March.

Regular Monthly Classified Employees

Location	Name	Title
CCC	Stephanie Figueroa	Program Assistant
DVC	Ramiro Ibarra	Cook
CCC	Zaira Sanchez	Program Assistant

The Contra Costa Community College District, founded in 1948 and governed by a publicly elected five-member board, is one of the largest multi-college community college districts in California. The mission of the District is to attract and transform students and communities by providing accessible, innovative and outstanding higher education learning opportunities and support services.

Contra Costa Community College District is committed to equal opportunity in educational programs, employment, and campus life. The District does not discriminate on the basis of age, ancestry, color, disability, gender, marital status, national origin, parental status, race, religion, sexual orientation, or veteran status in any access to and treatment in College programs, activities, and application for employment