

# The Classified Staff

When Palomar College started classes in 1946 there was no need for employee organizations. Palomar was so small that no real classification distinctions existed. Faculty, staff, and students were part of a communal effort to make the school successful.

Gordon Stubblefield, who began here as a student employee in 1964, recounts that faculty, staff, and students would ride the bus together to campus in the morning and home in the afternoon. Everyone was together on campus, all day long. Gordon recalls that faculty, students, and staff would frequently form study groups at each other's homes. When the administration raised eyebrows about these episodes, administrative representatives were invited to attend. These representatives found no reason for disallowing these informal meetings, in fact, the administration gave an unofficial nod to the existence of these study groups.

Occasionally everyone would get off the bus at Karen Floyd's home for a party! Karen Floyd, one of the first paid student workers on campus, a classified employee periodically from 1948-1990, and an invaluable hourly employee today, adds, "We were all in this together, helping to make the college successful. On weekends, we'd all be out at the college, doing things like clearing rocks for a volleyball court or arranging used furniture for the student union. Everyone was involved. They had to be!"

Between 1946 and 1960, the size of the classified staff increased from 8 to 72. With growth, and the discontinuance of bus service in 1968, things began to change.

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## California School Employees Association

According to a review of available records, the California School Employees Association (CSEA) began to gain a voice on campus during the mid-1960's. Classified staff was allowed released time for a monthly meeting. The California School Employees Association, Chapter #402, chartered the first classified employees association at Palomar College in 1966. Our first president, Mr. Dan Pilione, was a manager. At that time, collective bargaining legislation for public employees had not been ratified. In 1974, when CSEA began an organizing drive in response to the new collective bargaining laws, Palomar's classified employees elected to be represented by CSEA Chapter #402.

1967-1969

Under the presidency of Mrs. JaDene Dugas, the classified staff received a 10% salary increase for 79 employees on the recommendation of a state official, but CSEA had

requested only 7.5%. The total amount of the increase, \$41,418, was transferred from the undistributed reserves.

In 1968, the cafeteria employed eleven food service workers, a manager, a night manager, and 5 to 8 student workers to serve 2,000 students.

1969-1972

In these three years the successive presidents were Daniel Pilione, Mrs. Joy Day, and Mrs. JaDene Dugas. In this period, the classified staff gained representation on most major administrative committees and all employment committees.

In 1976-1977, one strong leader for a number of years was chosen as president, Bill Baldwin.

1977-1978

The officers in this year were Karen Floyd, president; Paul Simmons, vice-president; Virginia Rife, secretary; Hope Nelson, treasurer; Lou Thacker, reporter; Don Skelton, co-reporter; with Bill Baldwin, junior past president, chairman of the Salary and Benefits Committee.

Highlights of this year included a salary increase of \$60 per month, with the salary schedule extended to 25 columns. The Association's newsletter, "Classified Clues," with Rebecca White as editor, won first place in its division in a state-wide competition. The final draft of the Classified Employees Handbook was approved on September 27, 1977.

Officers in 1978-1979 were Gordon Stubblefield, with Susan Hoff as secretary. In 1979-1981, the presidents were Tilly Cheyney and Pete Aretakis, in the respective years.

1981-1982

The full slate of officers in 1981-1982 was president, Catherine Garvin (Ott); vice-president, Pete Aretakis; secretary, Muriel Mendizza; and reporter, Rebecca White.

Ron Page was chosen to be president for two years, 1982-1983 and 1983-1984, followed by Tilly Cheyney in 1984-1985. In this latter year, the Personnel Research Center Study was implemented.

1986-1987

Officers in this year of significance were Charrie Deuel, president; Toni Griffith, vice-president; Cheryl Huettl, secretary; Mary Brindley, treasurer; and Linda Arce, reporter.

Dissatisfaction with CSEA representation, the expense of dues, and the nonprofessional image of CSEA led the executive council to search other options. (photo)

Charrie Deuel and Toni Griffith went to Washington, D. C., to meet with American Federation of Teachers (AFT) and California Federation of Teachers (CFT) staff regarding affiliation with AFT at the annual Paraprofessional and School Related Personnel (PSRP) Conference.

Decertification, an eight-month long process, began, at the end of which the AFT was chosen as exclusive bargaining agent.

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## Affiliation with the American Federation of Teachers

1986-87

Following a decertification vote of an overwhelming 86% from the California School Employees Association, the Council of Classified Employees/American Federation of Teachers/American Federation of Labor-Council of Industrial Organizations (CCE/AFT/AFL-CIO) local #4522 was formed. Charter members of the new CCE/AFT/AFL-CIO local #4522 were:

Charrie Deuel Dori Matzkiw Toni Griffith Marsha Doughty Cheryl Huettl Jean Ruff Mary Brindley Maria Backart Jo-Anne Lesser Lenore Magsulit Gordon Stubblefield Bart Westbrook Lorraine Doering Michael Barber John George Sandy Nanninga Jennifer Watkins Carol Stroecker Floyd Collins Roberta 'Bobbi' Posner Linda Hawkins Donna McNeel Petra Reyes Burtine Morse Dean Wyman

May 1987-July 1987

Officers for this period were president, \*Charrie Deuel; vice-president, \*Toni Griffith; secretary, \*Cheryl Huettl; treasurer, \*Mary Brindley; area Representatives, \*Lorraine Doering; newsletter editor, \*Gordon Stubblefield; and \*Jo-Anne Lesser.

\* All were members of the first negotiation team (Charrie Deuel, Chairperson).

Accomplishments in this period included a new Council of Classified Employees/American Federation of Teachers Local #4522 (CCE/AFT) Constitution and Bylaws ratified; Library Sick Building Syndrome diagnosed; a 12% retroactive salary increase; and 70 hourly positions were converted to contract positions.

1987-1988

Officers for this years included president, \*Tilly Cheyney; vice-president, \*Linda Hawkins; secretary, \*Cheryl Huettl; treasurer, \*Barbara Ross; grievance officer, \*Brenda Brubaker; building representatives, \*Toni Griffith, \*Gordon Stubblefield, \*Lorraine Doering, Newsletter Editor; \*Bruce Swart, \*Peter Durst.

A star (\*) indicates that each was a member of the negotiations team.

Accomplishments in this year included a revised handbook, a revised reclassification request procedure, \$500 Professional Growth stipends, Know Your Handbook training at staff meetings, and signs posted in the Library regarding air quality.

#### 1988-1989

Officers for this years included President, Bruce Swart; vice-president, Toni Griffith; secretary, Cheryl Huettl; treasurer, Barbara Ross; grievance officer and newsletter editor, Tilly Cheyney; building representatives, Gordon Stubblefield, Peter Durst, Muriel Mendizza, Mary Brindley, Roberto Lemus, Roberta 'Bobbi' Posner, Letty Brewster, Robyn Gregory, and Bart Westbrook.

The Negotiations Team was composed of Peter Durst, Chairman; Toni Griffith, Barbara Ross, Tilly Cheyney, and Brenda Brubaker.

The major accomplishments in this year were (1) the creation of a joint labor-management health benefits task force; (2) a monthly newsletter published; (3) proposed changes to salary schedule; (4) end-of-the-year party with faculty and administration; (5) a 3% stipend for night employees working 5-10 P.M. or major portion of the shift; (6) a 5% stipend for night employees working 10 P.M. to 6 A.M or a major portion of that shift; and (7) a \$50 per month bilingual stipend.

#### 1989-1990

Officers for this year included President Ruth Tait (July 1 to December 1); vice-president, Gene Ross (Acting President December 1 to June 30); secretary, Cheryl Huettl; treasurer, Barbara Ross; grievance officer, Toni Griffith; building representatives, Hugh 'Mac' McKinney, Regina Waack, Loyce Markee, Mary Brindley, Bobbi Posner, David Keller; Negotiations Team: Barbara Ross, Chairperson, Toni Griffith, Gene Ross, Ruth Tait.

The major accomplishments of this year were the (1) blocked drug policy implementation (with random testing); (2) a 15 minute extension of lunch/start/end time for Wellness Program enrollees; (3) one-time early retirement incentive program for classified staff; (4) vision care added to benefits; (5) retroactive 5.7% increase to salary schedule; and (6) environmental Health and Safety Officer position created at CCE/AFT's insistence.

Ruth Tait resigned at mid-term to accept a certificated counseling position and Gene Ross completed the term as Interim President.

#### 1990-1991

Officers for this year were president, Sandy Nanninga; vice-president, Debbie Brooks; secretary, Cheryl Huettl; treasurer, Barbara Ross; grievance officer, Toni Griffith; building representatives, Hugh 'Mac' McKinney; Regina Waack, Loyce Markee; Mary Brindley; Roberta 'Bobbi' Posner; David Keller; Richard McCann; Negotiations Team, Barbara Ross, Chairperson, Toni Griffith, Sandy Nanninga, Gene Ross, and Debbie Brooks.

#### 1991-1992

Officers for 1991-1992 included as president, Eugene Shockley (July 1 to April 7); vice-president, Margaret Carley (July 1 to April 8); secretary, Cheryl Huettl; treasurer, Barbara Ross (served as President April 8 to June 30); Grievance Officer, Toni Griffith; building representatives, Hugh 'Mac' McKinney, Regina Waack, Loyce Markee, Mary Brindley, Bobbi Posner, David Keller, Richard McCann, Shirley Escobedo, Negotiations Team, Barbara Ross, Chairperson, Toni Griffith, Debbie Brooks, Marlene Smith, Eugene Shockley, and Margaret Carley, with alternates Gene Ross and Sandy Nanninga.

The accomplishment of the organization for this year was (1) an increase in life insurance coverage to \$80,000. Cheryl Huettl visited Washington, D. C. as a representative of the PSRP's. The monthly newsletter was named "Local #4522 Motion."

#### 1992-1993

Officers for 1992-1993 included as president, Barbara Ross; vice-president, Joyce Mark; secretary, Cheryl Huettl; treasurer, Carolyn Richtmyer; Grievance Officer, Toni Griffith; building representatives, Hugh 'Mac' McKinney, Rick Gommel, Regina Waack, Loyce Markee, Mary Brindley, Roberta 'Bobbi' Posner, Rick Sanchez, Vickie McCullough, Sean Fitting, Jaime Estrada, and Shirley Escobedo.

Important events of the year included (1) the Executive Council's decision to use interest-based bargaining in negotiations, (2) Toni Griffith's appointment to the National Paraprofessional and School-Related Personnel (PSRP) Advisory Committee, American Federation of Teachers, (3) Cheryl Huettl's and Toni Griffith's visits to Washington, D. C. for the PSRP Conference, (4) Rhoda Nevins win in the newsletter contest with an entry titled "Classified Currents," and the letter writing campaign in support of maintenance of reasonable student fees.

#### 1993-1994

Officers for 1993-1994 included president, Leigh Squires, vice-president, Susan Norton; secretary, Cheryl Huettl; treasurer, Barbara Quas; Grievance Officer, Toni Griffith; building representatives, Hugh 'Mac' McKinney, Vickie McCullough, Rick Sanchez, Rick Gommel, Sean Fitting, Shirley Escobedo, Mary Brindley, Bobbi Posner, Ruth Hamilton, Jaime Estrada, Mika Romano, and Michael Dimmick. The membership committee consisted of Marilyn Zottollo, Peter Durst, Loyce Markee, Rebecca Clements, Jimmy Diaz, while the newsletter committee included Barbara Hammons, Lani Fawcett, and Sean Fitting. The negotiations committee was made of Toni Griffith (Spokesperson)\*, Leigh Squires\*, Susan Norton\*, Connie Fimian\*, Shirley Meyer\*, Barbara Ross, Cheryl Huettl, Lucy Ragusa, Loyce Markee, Barbara Clay, Carolyn Richtmyer, Vickie McCullough, Darlene Garrady, Muriel Mendizza, Hugh 'Mac' McKinney, Sean Fitting, Josie Silva, Michael Barber. The star (\*) indicates a member of the 1993-94 Negotiations Team.

Outstanding events of the year included the prevention of a district freeze of salary schedules, a bonus of \$1,000 (gross) per employee in December, negotiations on district-paid training for interest-based bargaining, and collaborative efforts with the Faculty Senate in negotiations and political action. The Faculty Senate requested CCE/AFT representation on their Creative Scheduling Task Force. Sue Norton was appointed acting secretary for the State Council of Classified Employed. She and Toni Griffith attended the PSRP Conference in Washington, D. C.

#### 1994-1995

Officers for 1994-1995 were president Sue Norton; vice-president, Michael Dimmick; secretary, Cheryl Huettl; treasurer, Barbara Quas; and grievance officer, Toni Griffith. Members of the negotiation team were Toni Griffith, chairperson; Sue Norton; Connie Fimian, Shirley Meyer, Leigh Squires, and Michael Dimmick.

This year saw a letter writing campaign to the Governing Board and protests at the meetings of the Board. Implementation of a new salary schedule matrix gave a 2.2% cost of living adjustment. CCE/AFT scholarships were awarded to Jo-Anne Lesser and Elaine Collins. Sue Norton was elected secretary for the State Council of Classified Employees. She, with Toni Griffith and Michael Dimmick, attended the PSRP Conference in Washington, D. C. A five-year budget analysis was completed. Changes were made in the professional growth program, with options of a one-time \$2,000 stipend or an on-going \$500 stipend.

#### 1995-1996

Officers for 1995-1996 were president Michael Dimmick; vice-president, Sue Norton; secretary, Cheryl Huettl; treasurer, Barbara Quas; and grievance officer, Toni Griffith.

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## Classified Staff and Shared Governance

In 1991, Palomar College implemented a shared governance structure that included CCE/AFT representatives in college policy and operations committees. Beginning with the Vision Task Force, with CCE/AFT representative Marlene Smith, participation by classified staff members has been consistent and supportive. Committee representatives serve three-year terms. Key committee assignments have provided classified staff with a voice in College decision-making. Among the classified staff who have contributed to the shared governance process are Rick Gommel, Leigh Squires, Michael Dimmick, Marlene Anisko, Barbara Clay, Beverly Toth, Mike Barber, Cheryl McCarron, Muriel Mendizza, Pam Taylor, Letty Brewster, Donna Renner, Floyd Collins, Toni Griffith, Cheryl Huettl, Debbie Brooks, Barbara Ross, Gene Ross, Shirley Meyer, Susan Norton, Connie Fimian, Jimmy Diaz, Mika Romano, Marilyn Zottolo, Peter Durst, Hugh 'Mac' McKinney, Terry Gray, and Dori Matzkiw.

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## Classified Staff Social Events

The classified employees at Palomar have sponsored, participated in, and led efforts to create a climate of camaraderie and community. Among the most successful of these have been various social events. The staff in the Information Systems and Services Department has a long tradition of honoring birthdays in unique ways with caskets, eulogies, and wakes. The staff of the Library consistently wins the annual Halloween costume contest and the Admissions and Records staff has developed a specialty in the winter holiday decorating department.

The holiday boutique offered an opportunity for the classified staff to display their craftiness by selling memorable hand-made gifts to raise funds for the CCE/AFT scholarship fund. During three remarkable years of 1979 through 1981, women classified staff members formed a softball team named 'Xanadu.' In 1976, Elaine Cassidy organized a "Get Acquainted Banquet" for classified staff. Hugh 'Mac' McKinney has gained some notoriety for organizing trips to the Del Mar racetrack. End-of-the-year parties have featured picnics, barbecues, and dances. Another memorable event, organized by Cheryl Huettl, was the classified employees' whale watching trip in 1987. Bonnie Williams and Loyce Markee have planned regular department secretaries' luncheons since 1990, highlighted by an end of the year celebration.

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## Classified Staff Meetings

Regular classified staff meetings began when CSEA organized the classified employees in 1966. The first meeting was held on September 16, 1966, in the cafeteria. This orientation day and subsequent classified staff meetings were co-hosted by Palomar College's President and the CSEA President. Presidents Fred Huber, Omar Scheidt, and George Boggs have continued the tradition of support and leadership for these

meetings. Topics have typically included fund raising and community service, health and safety, the employee handbook, budget and legislation updates, administrative rumor control, negotiations progress reports, and affirmative action/diversity.

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## Classified Staff Development Days

The first classified staff development day occurred on September 3, 1969, and was actually an extension of the orientation day held the previous year. Sponsored by our local CSEA chapter, this day focused on the role of classified employees in the junior college. The goal of the day was to "produce an awareness of the total school needs and to develop a feeling of being part of a team, knowing our services are needed." The day began with a joint welcome by CSEA President JaDene Dugas and Governing Board Vice-President Richard Kornhouser. After the welcome, Mrs. Dugas moderated a panel of key administrators in "Straight From The Top." The orientation program followed, which included information about the employee handbook, a short skit called "The Fate of A Requisition," employee benefits, performance evaluations, and identification cards. The coffee break afforded employees an opportunity to look at new office and maintenance supplies and equipment displayed by area vendors. When the program resumed, public relations, unique classified staff positions, and employee-supervisor relations were featured. The event was reported in the Blade-Tribune as having half of the college's 200 employees in attendance.

By 1987, the personnel office had become more involved in sponsoring the classified staff development day. The resulting conference was held on April 13, 1987. Two hundred and eighty-eight employees were invited including hourly-classified personnel. The day focused on wellness and career development. Each year during the spring break the district paid for classified employees to attend a classified staff day at any other junior college in the area, Grossmont, Mira Costa, San Diego City, or Miramar.

March 28, 1988: Professional Development Through Personal Growth:

Mike Barber, Jane Enright, Pat Farris, Catherine Garvin, Jo-Anne Lesser, Floyd Collins, Arlene Martinez, Glenna Mitchell, Mike Reid, and Petra Reyes, Ann Agresta;

Keynote speaker: Dr. Donald Rippey, Professor, University of Texas, Austin;

Emphasizing the importance of going beyond your job description to meet individual student needs, provide information and resources, the importance of shared values, and communication.

Other sessions included improving written communication, handling difficult people and situations, public speaking, WordPerfect, and spreadsheets. Door prizes were offered.

March 20, 1989: Excellence in Action



Sue Ayland, Tilly Cheyney, Barbara Hammons, Leigh Long, Boyd Mahan, Loyce Markee, Nancy Orosco, Shay Poe, Jane Enright

Keynote speaker: "Developing Individual and Organizational Excellence," Dr. Dennis Briscoe, University of San Diego, emphasized teamwork

Workshop topics: Getting Organized, Managing Stress, Positive Attitudes, Fire Extinguisher Training, MSDOS, Great Employee Seminar, Yoga, Healthy Meals for Hectic Schedules, Palomar Policies and Procedures.

Although a major water pipe broke, rendering the restrooms and kitchens out of order, the day was well attended and evaluations were very good!

April 9, 1990: Set for Excellence in the 1990's

Shay Andrews, Mike Barber, Letty Brewster, Cindy Christiansen, Barbara Clay, Jane Enright, Toni Griffith, Helen Johnson, Chris Urner, Diane Veach

Keynote: "Developing Individual Excellence," Dr. Laurence Hawkins, Blanchard Training and Development;

Workshop topics: Coping With Stress, American Sign Language, Color and Image Awareness, MSDOS, Moving From Buddy to Boss, Disaster Preparedness, Fashion Action, Palomar Walk-About, Palomar's Vision, Front Desk Survival: Dealing with Abusive and Potentially Violent Situations, WordPerfect Tricks

Fashion Show at Lunch.

March 25, 1991: Success, Support, Service

Letty Brewster, Peggy Demery, Jane Enright, Helen Johnson, Shirley Johnston, Dori Matzkiw, Lois Meyer, Becky Moss, Patti Moyer, Sue Norton, Chandler Paris.

Lunch Keynote: Whatever You Are, Be a Good One, Mary Ellen Drummond, Polished Presentations;

Workshop topics: How to Buy Your Own Computer, Listening, A Winning Team, Fitness, Self-Defense, Wills and Living Wills, Dealing With Cultural Differences at Work, Positive Confrontation, Introduction to Macintosh

Airband, Popsicles, Human Scavenger Hunt.

April 13, 1992: Professional Pride, Classified Caring

Mike Barber, Patricia Draggaman, Jane Enright, Shirley Johnston, Dori Matzkiw, Muriel Mendizza, Sue Norton, Kim Patterson, Yasmen Schillig, Jim Williamson;

Palomar's Children's Choir provided the lunchtime entertainment;

Workshop topics: Mace Training, Estate Planning and Wills, Basic Home Repair, Improving Reading Speed and Comprehension, Dealing with Our Differences, Budgeting in a Recession.

April 5, 1993: Powerful Commitment: Making a Difference Together

Jane Enright, Toni Griffith, Shirley Johnston, Kelley MacIsaac, Margery McCrory, Shirley Meyer, Rhoda Nevins, Eileen Poole, Debbie Salseth, Leigh Squires;

Workshop topics: Basic First Aid, Earthquake Preparedness, Massage Your Stress Away, At Home Business Ventures, On Being Different at Palomar, Conversation with Dr. Boggs, Introduction to Windows.

A baby picture contest provided an excellent lunchtime activity.

March 28, 1994: Best in the West: Welcome to Palomar Country

Linda Balko, Jane Enright, Shirley Johnston, Margery McCrory, Shirley Meyer, Muriel Mendizza, Glenna Mitchell, Burtine Morse, Sue Norton, Olivia Romero, Debbie Salseth, Josie Silva, Suzanne Szames;

Keynote: The New Palomar Country, Starla Lewis, Associate Professor; Workshop topics: Southwest Getaways, Cowboys of Color, Basic Auto Repair, Financial Planning, Power PC, Zap! You're a Team, The Information Highway, Three Minutes a Day To Outstanding Posture, Line Dancing

African Studies, Mesa College, focus on diversity, racism, and culture;

Line Dancing at Lunch.

April 10, 1995: Palomar Cruises the World

Shirley Johnston, Margery McCrory, Glenna Mitchell, Sue Norton, Olivia Romero, Suzanne Szames, Rick Gommel, Beth McConnell.

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## Award-Winning Classified Employees

### Classified Employees of The Month

Charrie Deuel, CSEA/CCE/AFT transition president, began this tradition in 1985. The classified employees of the month are selected through different processes in each area: the instruction area relies upon open nomination of classified employees with a

peer review committee selecting the winner, whereas the business services area employee of the month is nominated and selected by supervisors; the student services area combines these approaches with open nominations and supervisor selection. Components of the award vary somewhat from year to year. Certificates, public recognition, a half-day off, free lunches, and tickets to Palomar College events have been common ways to reward employees who have made significant contributions.

## Classified Employees of the Year

The classified employee of the year is determined from nominations from all areas of the campus. This award, initiated in 1984, focuses on leadership, teamwork, and significant contributions. Based on this model, the administrative association and the faculty also developed annual award programs. The winners are publicly acknowledged with plaques and the use of an assigned parking space for the year, and they receive awards of \$1000, sponsored by the college and the Palomar College Foundation. Classified employees of the year have been:

- 1988 Linda Hawkins, Business Services & Wendy Kerr, Business Services
- 1989 Ruth Tait, Disabled Student Programs & Services
- 1990 Tilly Cheyney-Alvarez, Data Processing & Donna Robillard, Public Information
- 1991 Duke Brantley, Facilities & Tom 'Fitz' Fitzgerald, Internal Auditor
- 1992 Donna Greene, Student Services & Esperanza Flores, Payroll
- 1993 Rick Beach, Facilities & Leigh Squires, Professional Development
- 1994 Rich Pilcher, Mt. Carmel Education Center
- 1995 Terry Gray, Library & Pedro Lopez, Facilities
- 1996
- 1997
- 1998

## Service Awards

Beginning in 1986, longevity in classified service has been recognized by the Palomar College administration. For each five years of service, employees receive a pin with a ruby chip. A diamond chip is awarded to those who have achieved 20 or more years of service. Classified employees who have received the diamond chip pin include:

## Recognition /Awards/Grants from Other Organizations

In their pursuit of personal and professional excellence, classified employees have received awards from professional and service organizations for their leadership, contributions, and quality service.

## California School Employees Association:

JaDene Dugas was appointed to the CSEA State Committee for Community Colleges. After serving on this committee for a year, they elected her their chairperson. Mrs. Dugas also was the first classified person ever in California to serve as a member of an accreditation team and was later acknowledged by the Governing Board of the College by the award of an honorary degree Associate in Humane Arts.

### California Federation of Teachers:

Winner of the 1993 award for outstanding leadership, Barbara Ross, EOPS accounting technician, was deservedly recognized for her loyal support of classified employees. Despite challenging events in her personal life, Barbara served as grievance officer, treasurer, chief negotiator, and president of CCE/AFT local 4522.

Jo-Anne Lesser received the 1997 award for outstanding leadership.

### American Federation of Teachers:

In 1991, Toni Griffith, staff aide for emergency medical education programs, was appointed to the AFT national advisory board for paraprofessionals and school-related employees. During her term on this national board, she was instrumental in developing national policies regarding workplace violence, ergonomics, and health benefits.

In 1998, our local received national recognition for the greatest percentage increase in membership.

### League for Innovation:

Gay Gilchrist, programmer, received national recognition from the League for Innovation in the Community Colleges in 1994. She developed the multimedia program for the student information kiosks, with both English and Spanish versions.

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## Fund Raising and Voluntary Service

Classified employees have been actively involved in fund raising and voluntary service since the College was founded. Student scholarships, employee scholarships, United Way campaigns, and equipment and supply budgets have regularly benefited from classified employee leadership in this arena. The annual Special Olympics, High School Speech Tournaments, and Martin Luther King Diversity Day, and Student Recruitment Fairs, and North County's Walk for America Campaign could not continue in their prominence and success without the voluntary efforts of classified staff members. Gay Gilchrist, Eileen Poole, Ruth Tait, Treva Jackson, Barbara Hammons, Marilyn Lunde, and Josie Silva have been among the leaders in community service.

During the past fifty years, the classified staff of Palomar College has created a tradition of professional pride and fun. They have shown their commitment to providing dedicated service to students, faculty, administration, and the community. As we reach into the 21st century, the classified staff roles may change, but the tradition of professional service will surely continue.