

***Joint Solidarity Resolution of the
De Anza College Classified Senate and the
Foothill – De Anza (FHDA) California School Employees Association (CSEA)***

WHEREAS, the FHDA CSEA has asked the FHDA District to increase capacity via personnel and benefits to better serve our students and has been ignored and dismissed; and

WHEREAS, in the budget reductions of 2008-2010, custodial staff at De Anza College was reduced by eliminating one (1) custodial supervisor, two (2) lead custodians and two (2) temporary custodians while at the same time, adding additional buildings to service, namely, VPAC, MLC, and the remodel of the library, which added to the cleanable square footage of each remaining custodian; and

WHEREAS, currently the De Anza custodial department's cleaning responsibilities consist of a total of **778,457 square feet**¹ of cleanable space, leaving a staff of 18 custodians and three (3) lead custodians responsible for cleaning **37,070 square feet per person** (considering two (2) current vacancies then we only have 19 custodians on payroll); and

WHEREAS, In 2018, there were 30 custodial staff (5 lead custodians, 23 custodians and 2 temporary custodians); that equated to a total of **25,949 square feet** per custodian, which means there has been a 42% increase in square footage for each custodian; and

WHEREAS, the De Anza custodial department is currently operating a cleaning service approaching APPA Level 4 (“moderate dinginess”), assuming all custodians report to work; and understanding that any custodial absences lower the cleaning level to Level 5 (“unkempt neglect”) or lower²; and

WHEREAS, the De Anza **grounds department** is currently staffed with four (4) grounds gardeners and three (3) maintenance workers (a hybrid custodian/grounds classification), after the budget reductions of 2008-2010 reduced the De Anza College grounds staff by eliminating the one (1) lead grounds person and four (4) additional grounds positions; and

WHEREAS, currently the De Anza grounds department maintains a total of **112 acres**, leaving seven (7) total grounds staff members responsible for maintaining **16 acres per person** if/when all maintenance workers are performing grounds duties, and up to **28 acres per gardener**, when the maintenance workers are performing custodial duties; and

WHEREAS, the De Anza grounds department is currently operating a service approaching an average of APPA Level 4 (“moderate low”); and

¹ The 2023 Program Review lists the square footage as 778,457, although the total area may actually be much higher since it was reported as 968,836 square feet on the APBT website in the 2020 [De Anza College Custodial and Grounds report](#)

² [De Anza College Custodial and Grounds report](#)

WHEREAS, given that the De Anza College Vision is to, “Empower all students to attain their educational goals, develop an equity-based mindset and become civic leaders in their communities,”³ this same institution needs to be committed to eradicating the exploitation of workers within the college; and

WHEREAS, CSEA workers need to be genuinely listened to for their wisdom and respected for their expertise, consulted in the vision of the FHDA District where they can share their leadership and creative brainstorming in final decision-making processes;

THEREFORE BE IT

RESOLVED, that the De Anza Classified Senate and FHDA CSEA urgently request that the De Anza College ratio of campus acreage per grounds personnel be reduced to *at most* 13.5 acres per full-time equivalent personnel to exceed APPA Level 3 (“moderate”), and the ratio of square feet per custodial personnel be reduced to *at most* 26,000 sq. ft per custodian to exceed APPA Level 3 (“casual inattention”); and

RESOLVED, that the De Anza Classified Senate and FHDA CSEA urgently request that the FHDA District commit to a restructuring of the District budget allocations to the Colleges that allows De Anza College to increase the capacity of the workforce by financially supporting the creation of new and more CSEA jobs, namely to **hire an additional ten (10) custodial workers and four (4) grounds workers** at De Anza College, and to ensure parity based on the current working conditions by increasing funding for higher salaries and benefits; and

RESOLVED, that the De Anza Classified Senate and FHDA CSEA demand that De Anza College fill vacant CSEA positions in a timely manner that allows smooth transition and effective onboarding and corrsst training of new employees, and

RESOLVED, that the CSEA leadership and members request that the FHDA District have genuine and ongoing conversations with them to create and implement collaborative workplans; and

RESOLVED, that the De Anza Classified Senate and FHDA CSEA urge De Anza College and the FHDA District to provide training to supervisors, administrators, directors and deans as well appropriate mentoring and evaluation to supervisors for application of those trainings from a place of growth and good faith, and to ensure the supervisors provides direction and supervision in the field to their employees.

³ De Anza Vision and Mission [website](#)