



A Message from President Kim Lopez

January 5, 2026

Dear Cañada Colleagues,

Happy New Year, and welcome to the Spring 2026 Semester! I am pleased to share the outcomes of the new position requests process for the 2026-2027 academic year. A total of twenty-eight position requests were submitted, and I want to extend my gratitude to the faculty, staff, and administrators who submitted their requests and presented them at the [Planning and Budgeting Council](#) meeting in November 2025. As usual, more requests were received than could be funded, so the following criteria was used to assist in the decision-making process. I have also provided a detailed update on the budget and an overview of the annual resource request process and timeline.

Criteria

In reviewing all of this year's position proposals, the administration considered the following criteria in its evaluation of each proposal:

1. ***Federal or State mandates:*** Is the position required by the Federal or State government, and/or is it essential to keep the college in compliance with Federal or State laws and regulations?
2. ***SMCCCD Board goals or strategic initiatives:*** Has the Board of Trustees recommended that we create or expand initiatives? For example: Free Community College (SB 893 - eliminate fees, support student basic needs such as: transportation, textbooks and materials, technology, food, healthcare, emergency housing), Focus on Strategies to Increase Student Enrollment, Dual Enrollment, Promise Scholars, and OER-ZTC.
3. ***Non-Fund 1 matching or supplemental funding availability:*** Are there other unrestricted general funds available that could support all or a significant portion of the position?
4. ***Support for the 2022-2027 Educational Master Plan's strategic initiatives:*** Does the position further the College's ability to achieve its strategic goals and immediate priorities? For example, [the 2025-26 Strategic Priorities include](#): ensure academic program viability, create and scale the First Year Experience Program, improve faculty and staff hiring practices to ensure a diverse pool of applicants, create and expand career exploration experiences for students, improve access to campus via public transit, rideshare.
5. ***For new faculty positions:*** Do the program's enrollment, course offering(s), and staffing trends (FTEF ratios in particular), in accordance with college strategic planning, justify the addition of the position?
6. ***For new administrative and classified staff positions:*** Do the program or student service area's workload metrics (e.g., the volume of students served), in accordance with college strategic planning, justify the addition of the position?

Budget Update

At the [**October 15, 2025 PBC meeting**](#), the College reviewed key fiscal challenges affecting the 2025–26 and 2026–27 planning cycles. The State continues to face significant economic volatility, including a projected \$12 billion deficit, which creates uncertainty for Proposition 98 funding and community college budgets. As a community-supported district, slowing property tax growth and rising districtwide costs are adding pressure to the College's operating resources.

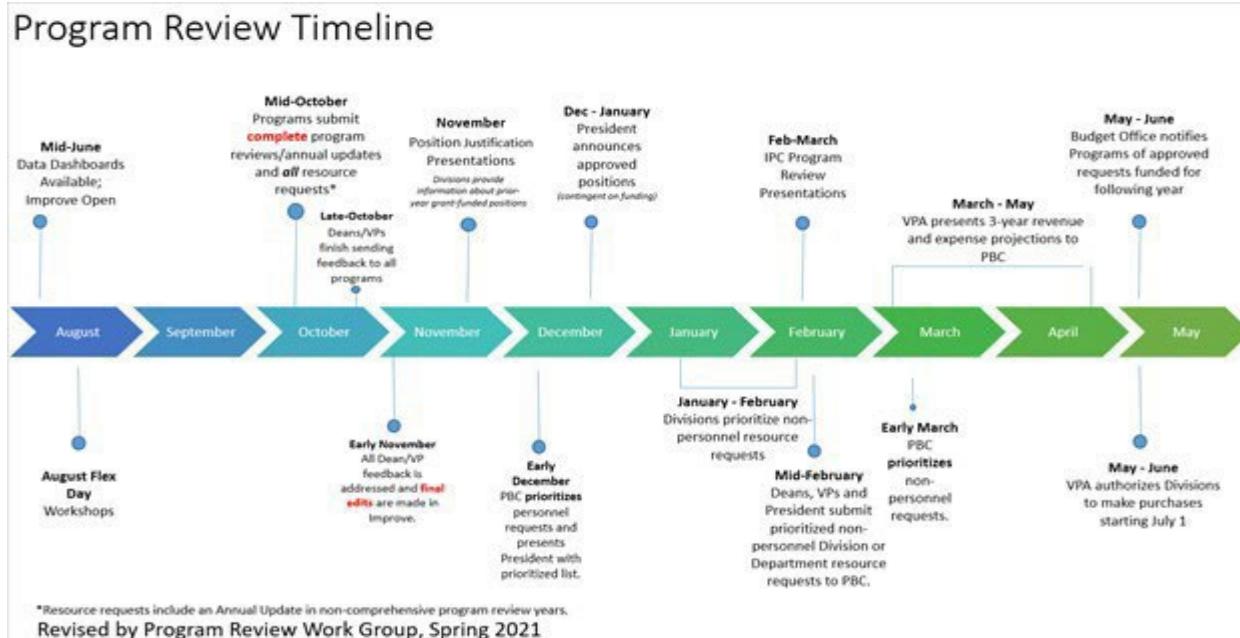
The College also experienced the expiration of two major federal grants—Developing Hispanic-Serving Institutions (DHSI) and Asian American and Native American Pacific Islander-Serving Institutions (AANAPISI)—resulting in a \$1.1 million revenue loss and an operational impact of 3.6 positions previously funded by these programs.

Given these conditions, the College is approaching the new fiscal year with caution and I will not utilize additional Fund 1 - General Unrestricted Funds for new personnel positions. Regular budget updates will continue to be shared through PBC to support transparent decision-making and responsible resource planning.

Resource Request Process

As part of its annual [**integrated planning and budgeting cycle**](#), Cañada College uses [**Program Review**](#) of its instructional programs, student services, and administrative services to identify needed resources and prioritize them. By linking these resource requests to an analysis of program/service effectiveness and alignment with the program, college, and district goals, decision-makers can better prioritize the allocation of limited financial resources.

Each year, resource requests are compiled from Comprehensive Program Reviews and Annual Updates and submitted to Division Deans. Divisions have primary responsibility for prioritizing resources. Prioritizations are sent to the Planning and Budgeting Council (PBC), which is responsible for certifying that resource requests are prioritized according to the process outlined below. The 2025-2026 resource request process began in Summer 2025, and it included faculty, classified staff, and administrators. The resource request flow chart below describes the timeline:



Approved Personnel Positions – Funded with Categorical or Existing Funds (no new Fund 1 allocated)

Position	Federal or State Compliance	SMCCCD Board Priorities	Non-General Funds available for 2026-27	Supports College goals and priorities	Student Enrollment /Work Load Trends Justify Position	Funding Source	Proposed Start Date
New Positions							
Full-time, Tenure-Track Counselor/Coordinator Transfer Center (1 FTE)		X		X	X	Existing Fund 1*	Fall 2026
Child Development Center Aide I: Associate Teacher (1 FTE)	X	X	X	X	X	Fund 3: Strong Workforce Funds/Redevelopment Funds**	Fall 2026
Child Development Center Aide II: Teacher (1 FTE)	X	X	X	X	X	Fund 3: Strong Workforce Funds/Redevelopment Funds**	Fall 2026
Child Development Center Aide III: Master Teacher (1 FTE)	X	X	X	X	X	Fund 3: Strong Workforce Funds/Redevelopment Funds **	Fall 2026
Program Services Coordinator, Cultural Center (1 FTE)		X	X	X	X	Fund 3: LGBTQ+/AANHPI/ SEAP***	Spring 2026

*Supervisor position were repurposed to create a full-time, tenure-track faculty position, which more effectively aligns with and supports the program's current needs.

**The district allocated an ongoing \$200,000 per year from the redevelopment funds to support the Child Development Center.

***Lesbian Gay Bisexual Transgender Queer or Questioning and + Includes many other sexual orientations and gender identities that are not specifically listed (LGBTQ+), Asian American Native Hawaiian Pacific Islander (AANHPI), and Student Equity and Achievement Program funding (SEAP)

The new positions were made possible through a strategic reallocation of existing resources, which includes utilizing categorical funds and repurposing funding from vacant positions. As part of this process, we conducted a comprehensive review of all vacant positions to ensure alignment with current program needs. In cases where an existing role no longer met those needs, resources were reallocated to positions that provide stronger support for program goals. For example, funds from the Classified Program Supervisor position were redirected to create the Full-Time Tenure-Track Counselor/Coordinator for the Transfer Center, which better meets the program's operational and student-support needs. These actions enabled us to expand staffing capacity without requiring new funding sources. Please note that all new positions remain subject to approval from the Board of Trustees.

Thank you for your continued engagement in the annual Program Review and Resource Request Process. For non-personnel requests, divisions will prioritize submissions, and final decisions will be communicated to the College by early May 2026.

I wish you all a wonderful Spring 2026 Semester!

Sincerely,

Kim Lopez
President