

Classified Consultation Group

Meeting Minutes

11/30/2020

12:00 PM – 1:00 PM

Location: ZOOM

Attendees: Liz Auchincloss (Chair, CPC Rep), Beth Taylor-Schott, Cheryl Brown (CPC Rep), Jesse Felix, Sherie Higgins, Valdas Karalis, Regina Reese (CPC Rep), Josie Tapia, Sara Volle

Absent: Erik Erhardt, Michael Gamboa, Mary Saragosa

1. Call to order

2. Roll call

3. Meeting Protocol Review

4. Discussion Items

4.1. Approve minutes from 11/16/2020-minutes approved

4.2 Discuss CPC Agenda 12/01/2020

- CPC agenda includes Title XI Report with no complaint numbers or complaint details. There will be an update on SRP savings. The Educational Master Plan will be discussed. There will be a review of the Resource Guide to Governance; CPC is not legally required to abide by Brown Act but would like to try and abide by Brown Act.

4.3 Update: Introduction to Equity class by Carrie Hutchinson for classified staff

- Equity class went to CPC. The administration would not agree to make the class mandatory. Managers seemed to want employees to take it. Class is divided into 4 modules and you don't have to complete the modules all at once.

4.4. Continue to discuss replacing CCG position and CPC recommendations

- [Email Draft](#)
- [Interest Form Draft - CCG](#)
- [Interest Form Draft - CPC](#)

- The E Board will decide at the December meeting if the email draft and form should be sent out by Liz. CCG members agreed it was a good idea.

4.5. BPAP - **BP 3052** Consensual Relationships between faculty, staff and students, **BP/AP 3430** Prohibition of Harassment, **BP/AP 3433** Prohibition of Sexual Harassment under Title IX, **AP 3434** Responding to Harassment Based on Sex Under Title IX, **BP/AP 3540** Sexual and other Assaults on Campus, **AP 4105** Distance Education, **AP 5530** Student Rights and Grievances

- BP 3052 and the associated AP Consensual Relationships between faculty, staff and students was discussed at length by CCG members. Michael Shanahan separated the BP and AP; it was noted that classified staff only has a say on the AP. The Board members want this BP because there was a Title XI investigation of an instructor having a relationship with a former student who was over 18. The complaint was made by another student in the instructor's class who knew about the relationship between the former student and faculty member. The faculty member was put on administrative leave during the investigation and will be returning. Marsha Croninger and Jonathan Aboud wrote the BP which basically states that all employees can't fraternize with SBCC students (past or present). CCG members felt the BP is too broad, is meaningless as written, and impossible to enforce. Beth made a public comment at BPAP where this is being discussed and shared a flow sheet she made to point out the problems with the BP and offer wording changes that would make the document more acceptable to classified staff. Beth has shared the flow chart with CCG in a google Special Meeting Folder. Suggestions for rewriting the BP are highlighted. Jonathan Aboud is asking for feedback on BP 3052 on his facebook page. We are consulting with the CSEA attorney on BP 3052. Beth is going to sub for Valdas at the next BPAP meeting and present our concerns about the BP. Classified staff should be able to associate with students outside of work.

4.7. Items for the CPC agenda

- CCG members are concerned about the 21-22 Calendar and a meeting to discuss the calendar is scheduled for December 9. The issue is 2 summer sessions. Sarah mentioned we need more time between Fall and Spring to allow for enrollment. CCG members asked if an agenda item could be put on the next CPC meeting to discuss the 21-22 calendar before approval with a request to provide more data about efficiency and costs of previous summer sessions.

5. Other Items

- CCG members asked about the outcome of the discussion at the last CPC meeting regarding Dr. Goswami's plan to look at departmental

reorganization, ranking of positions, and process for feedback and criteria setting. Every employee was going to meet with their supervisor based on criteria for ranking. It was decided that the ranking plan was not the best and the criteria developed was not put into a rubric. Managers and classified staff on the committee decided the ranking plan wasn't good. Dr. Goswami agreed to reorganization instead of cutting positions. Hourly positions still haven't been looked at. District can lay off any classified employee without CSEA consent. Classified staff would still like a departmental review before ranking takes place with input from all classified staff in each area.

6. Next regular meeting – Next CPC is on December 15. Do we want to meet on December 14 at noon?

7. Adjournment at 1:00 p.m.