

Board Policies and Administrative Procedures Committee (BPAP)

Friday, March 1, 2024

11am-12:30pm

Zoom

Attendance: Deneatrice, Liz, Daniel, Soph, Paulmena, Christopher, Valdas, Dean, Tara, Kim, Camila

- I. Quorum
 - A. yes
- II. Minutes Approval
 - A. [02/02/2024](#) (approve)
- III. Public Comment: *None*
- IV. Announcements: *We will be rescheduling the April 19th meeting due to the Promise Rally. April 12th -updated invite to go out*
- V. Continued Discussion
 - A. [BP7365 Discipline-Classified Employees/ AP7365 Discipline and Dismissal Classified Employees](#)
 1. Under the influence language (BP language)
 - a) Drinking at lunch? Impairment
 - b) On campus- marijuana is still illegal-under federal law-federally funded campus
 - (1) Prescription? treatment Accommodation (reasonable)?
 - c) Recreational drugs -deemed illegal at the federal level
 2. Attendance issues
 - a) Sick leave (abuse or misuse)-too vague; AB109 leave;
 - (1) amend language to *abuse or misuse of all leave privileges*
 3. Discipline is to correct behavior -hold people accountable
 4. Should we name that the policy for classified staff, managers and confidential employees?
 - a) Possible intro: *Dealing with disciplinary matters is an important responsibility. The District is committed to helping managers in effectively administering the disciplinary process. -this line can be added to all discipline policies/procedures (understanding of the discipline process)*
 - b) ...effectively administering the disciplinary process, as well as supporting their employees in being able to raise concerns about their managers...helping managers in understanding and effectively administering the discipline process?-consult with HR
 5. AP7365 Discipline and Dismissal (*out to groups for feedback*)
 - a) Demotion-constructive dismissal?
 - b) Performance issues -below standard (*keep language?*)
 - c) District email instead of pipeline verbiage
- VI. Review
 - A. [AP7120 Recruitment and Selection](#)
 1. AP7120B Part-Time Faculty Hiring

2. AP7120C Classified Hiring
3. AP7120D Educational Administrators and Classified Administrative
4. AP7120E Vice President and Cabinet Positions
5. AP7120F Interim Positions
 - a) Management positions only
 - b) Internal process for classified hiring internal positions

VII. Coming Soon

A. [AP7120 Recruitment and Selection](#)

1. AP7120A Faculty

B. [BP 2355 Decorum](#)

C. [BP7210 Academic Employees Faculty](#) / [AP7210 Academic Employees Faculty](#)

(in review with Academic Senate)

1. Academic Senate is currently reviewing BPs and APs related to faculty hiring, evaluations and grievances so we can close out Chapter 7.

VIII. Next time:

- A. Continued discussion on BP 7365 Discipline -Classified Employees (intro language)
- B. Review of AP7120 Recruitment and Selection

Committee Chair -Deneatrice Lewis*

Executive Committee - Dean Nevins

ALA - Linda Esparza Dozer, Christopher Johnson, Michael Medel

Confidential- Paulmena Kelly

CSEA - Liz Auchincloss, Valdas Karalis, (new rep)

Academic Senate - Camila Acosta, Daniel Spitz, Kim Monda, Tara Carter

ASG - Soph Kofoed

Admin Support- Diana Lopez*

FA-Cornelia Alsheimer-Barthel*

*non voting members