

BPAP
Friday, February 3, 2023
11AM-12PM
Zoom

Attendance: Deneatrice, Linda, Melanie, Liz, Ruben, Valdas, Donna, Scott, Andrianina, Dean, Christopher

- I. Quorum: *Achieved*
- II. Minutes Approval: *Approved*
 - A. [01/20/2023](#)
- III. Public Comment: *None*
- IV. Announcements: *Enjoy the long weekend! We will not be meeting Friday, February 17th. See you all in March.*
- V. Continued Discussion:
 - A. [AP7127 Restrictions Governing the Employment of Applicants with Criminal Records](#) (out for feedback); send to Pres/Sup for review
 1. *Oversight on the evaluation of convictions that come back from live scan; research from penal codes and ed code to be as inclusive as possible*
 2. *Not looking to exclude; go with Federal Law (ex. pot)*
 - B. [AP7217 Emeritus Status](#) (
 1. *Went out to groups for feedback in the Fall early winter*
 - a) *CSEA no feedback; happy to be included*
 - b) *No feedback from ESD faculty (Camilla)*
 - c) *Fixed typos and Title per Academic Senate suggestions*
 2. **Review Superintendent/ President's comments**
 - a) *A combination of the Board of Trustees and the Superintendent/President*
 3. *No feedback about the ID card (Melanie)*
 4. *Privileges: gold pass (feedback from FA)*
 - a) *in the past, Free pass to entrance to college events*
 - b) *Parking permit privileges; limited in the past due to the parking limitation*
 - c) *Can someone with emeritus status take a class for free?*
 - (1) *Gift of public funds?*
 5. *Individual to be connected to the Campus community*
 6. *Email address: access to college services that are needed*
 - a) *Not considered a gift of public funds*
 - b) *Do a specified email address for emeritus status*
 - c) *@emeritus.sbcc.edu ?*
 - d) *Pipeline email address reserved with information from banner*
 - e) *Separate the privileges when retirement takes place-retiree wants to come back as a student for example*

7. Do we currently have an idea of how many people we have under emeritus status?
8. Establish a process for nomination? Classified, managers etc.
9. Informational page (on the website) on what it means to be emeritus status?

VI. Following up on Discussion:

- A. [BP7700 Whistleblower Protection](#) / [AP7700 Whistleblower Protection](#) (out for review for BPAP committee)
 1. [Equal Employment Opportunity Commission - Retaliation Fact Sheet](#)
 2. Retaliation occurs when an employer takes an adverse action against an employee for engaging in protected activity. ([US Dept. of Labor](#))
 - a) An adverse action is an action which would dissuade a reasonable employee from raising a concern about a possible violation or engaging in other related protected activity. Retaliation can have a negative impact on overall employee morale.
 - b) Protecting the anonymity of the whistleblower themselves?

Language on this

 - (1) Depends on the identity/type of the whistleblower?
 - (2) Explain to what extent it will be anonymous-provide some examples
- B. [BP7800 Incompatible Activities](#)
 1. Question on who determines whether the employment outside of the District is in conflict/incompatible - there is a legal definition listed; evaluation would be completed by the supervisor and HR
 2. Some of the language should be included in an AP
 - a) Check to see if there is an AP; there is no draft in progress ([AP 2710](#) loosely related dealing specifically with Board members)
 - b) Is an AP needed?
 3. Is there a process to get a sign off?
 - a) Encouraged to discuss with your groups to determine if there is a need/desire before we spend time on drafting.

VII. Coming Attractions

- A. [AP7336 Certification of Freedom from Tuberculosis](#)
- B. [BP7350 Resignations or Retirements](#):
- C. [BP 7340 Leaves](#):
- D. [BP7341 Sabbatical Leaves](#) / [AP7341 Sabbatical Leaves](#):
- E. [AP7344 Notifying the District of Illness](#)
- F. [BP7345 Catastrophic Leave Program](#)
- G. [BP7380 Eligibility for Retiree Health Benefits](#) / [AP7380 Retiree Health Benefits](#)
- H. Academic Senate to bring Academic Freedom and Faculty Hiring (*ETA end of the Semester*)
- I. AP7120 Recruitment and Selection (to be broken up to different groups) -ETA in Spring Discussion

VIII. **Next time:** (March)

- A. Gold pass events information for Emeritus Status
 - 1. AP 7210 will need an update based on this new policy
- B. BP7700 Whistleblower Protection/AP7700 Whistleblower Protection
- C. AP7336 Certification of Freedom from Tuberculosis
- D. BP7350 Resignations or Retirements

Committee Chair -Deneatrice Lewis*

Administrator Appointee - Dean Nevins

ALA - Linda Esparza Dozer, Christopher Johnson, Michael Medel

CSEA - Liz Auchincloss, Elizabeth Taylor-Schott, Valdas Karalis

Academic Senate - Daniel Spitz, Camila Acosta, Melanie Eckford-Prosser

ASG - Andrianina Rajaosera

FA- Cornelia Alsheimer-Barthel*, Donna Lewis *

Admin Support- Diana Lopez*

*non voting members